



Terms Used in Rating Scale

Category	Description	Definition
Exemplary	The principal maintains performance, accomplishments, and behaviors that <u>consistently and considerably surpass</u> the established standard.	Exceptional Performance <ul style="list-style-type: none"> • Sustains high performance over period of time • Empowers teachers and students • Serves as role model to others
Accomplished	The principal meets the standard in a manner that is <u>consistent</u> with the school's mission and goals.	Proficient Performance <ul style="list-style-type: none"> • Meets the requirements contained in job description as expressed in evaluation criteria • Behaviors have positive impact on learners and school climate • Willing to learn and apply new skills
Developing	The principal <u>often performs below</u> the established standard or in a manner that is <u>inconsistent</u> with the school's missions and goals.	Below Acceptable Performance <ul style="list-style-type: none"> • Requires support in meeting the standards • Results in less than quality work performance • Requires professional growth being jointly identified and planned between principal and evaluator
Ineffective	The principal <u>consistently performs below</u> the established standards or in a manner that is inconsistent with the school's missions and goals.	Unacceptable Performance <ul style="list-style-type: none"> • Does not meet requirements contained in job description as expressed in evaluation criteria • Results in minimal student progress • May contribute to a recommendation for employee not to be considered for continued employment