School ADvance
Administrator Evaluation System

Superintendent and District Leader Framework 2.0

Domain 1 – Results

A. Growth targets on mandatory academic measures

B. Growth targets on other valid, normed or criterion-referenced academic measures, including performance and developmental rubrics

C. Growth targets on valid, research supported behavioral measures associated with academic achievement

D. Growth targets on valid, research supported psycho-social-emotional measures associated with academic achievement

Note: Growth targets for A-D can be based on SGP, SLO, Proficiency, and other means of analyzing positive change in student's performance status, profile, or rate. Additionally, targets can be aggregated or disaggregated by, ethnicity, EL, Gender, ED, SWD, Migrant, Homeless, Foster Care, Active Military Parents, class groupings, programs, etc.

Domain 2 – Leadership

A. **Vision for Learning and Achievement**
1. Mission and Vision
2. Goals and Expectations

B. **Culture**
1. Values, Beliefs, Principles, and Diversity
2. Language, Traditions, Celebrations, and Stories

C. **Leadership Behavior**
1. Informed and Current
2. Strategic and Systemic
3. Fair, Legal, Honest, and Ethical
4. Adaptive and Resilient

Domain 3 – Systems

A. **High Quality and Reliability Instructional Program**
1. Guaranteed and Viable Curriculum
2. Evidence Based and Differentiated Instruction
3. Standards Based Assessment and Feedback
4. Technology to Expand Learning Opportunity

B. **Safe, Effective, Efficient Programs and Services**
1. Laws, Policies, and Regulations
2. Processes and Procedures
3. Resource Allocation and Management
4. Personnel Policies and Practices
5. Non-Instructional Technology

Domain 4 - Processes

A. **Community Building**
1. Board Relations
2. Leadership Team Relations
3. Internal and External Stakeholder Relations
4. Communications and Media Relations

B. **Evidence Based Improvement**
1. Collaborative Inquiry
2. Systematic use of Multiple Data Sources
3. Data Systems
4. Aligned Improvement, Monitoring, and Reporting

Domain 5 – Capacity

A. **Human Development**
1. Professional Learning
2. Leadership Development
3. Performance Evaluation
4. Productivity

B. **Contextual and Political**
1. Contextual and Political Awareness
2. Education and Advocacy