

Administrator's Name: Charles McWhite Date: March 2016  
for 2014-2015

Florida Consortium of Public Charter Schools  
 School-Based Administrator Evaluation

**Directions for Evaluator:** Examine all sources of evidence for each of the ten *Florida Principal Leadership Standards (FPLS)*, F.A.C. 6A-5.080, adopted December 20, 2011. Review the indicators for each standard and record the rating below. Calculate the average rating for each standard and insert as the "total." To calculate the overall total rating, add the totals of all the standards and divide by 10.

**Rating Scale: Unsatisfactory = 1      Needs Improvement = 2      Effective = 3      Highly Effective = 4**

**DOMAIN 1: STUDENT ACHIEVEMENT**

| 1.           | Student Learning Results (FPLS)   | Rating |
|--------------|---|--------|
| 1.1          | Ensures that the school's learning goals are based on the state's adopted student academic standards and the district's adopted curricula.  | 3.25   |
| 1.2          | Ensures that student learning results are evidenced by the student performance and growth on statewide assessments; standardized assessments; district and school-based assessments that are implemented in accordance with Section 1008.22, F.S.; and other indicators of student success adopted by the school. | 3.25   |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 2. Insert the total to the right.</i>   | 3.25   |

| 2.           | Student Learning As A Priority (FPLS)   | Rating |
|--------------|---|--------|
| 2.1          | Enables faculty and staff to work as a system focused on student learning.  | 3.0    |
| 2.2          | Maintains a school climate that supports student engagement in learning.  | 3.0    |
| 2.3          | Generates high expectations for learning growth by all students.  | 4.0    |
| 2.4          | Engages faculty and staff in efforts to close the performance gaps among student subgroups within the school.                                 | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 4. Insert the total to the right.</i> | 3.25   |

**DOMAIN 2: INSTRUCTIONAL LEADERSHIP**

| 3.           | Instructional Plan Implementation (FPLS)   | Rating |
|--------------|--|--------|
| 3.1          | Implements the <i>Florida Educator Accomplished Practices</i> (Rule 6A-5.065, F.A.C.) through a common language of instruction.                                    | 3.0    |
| 3.2          | Engages in data analysis for instructional planning and improvement.   | 4.0    |
| 3.3          | Communicates the relationships among academic standards, effective instruction and student performance.  | 4.0    |
| 3.4          | Implements the district's adopted curricula and state's adopted academic standards in a manner that is rigorous and culturally relevant to the students at school. | 3.0    |
| 3.5          | Ensures the appropriate use of high quality formative and interim assessments aligned with the adopted standards and curricula.                                    | 4.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 5. Insert the total to the right.</i>                      | 3.6    |



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| 4.           | Faculty Development (FPLS)   | Rating |
|--------------|--|--------|
| 4.1          | Generates a focus on student and professional learning in the school that is clearly linked to the system-wide strategic objectives and the school improvement plan.   | 3.0    |
| 4.2          | Evaluates, monitors and provides timely feedback to faculty on the effectiveness of instruction.   | 3.0    |
| 4.3          | Employs a faculty with the instructional proficiencies needed for the school population served.  | 3.0    |
| 4.4          | Identifies faculty instructional proficiency needs, including standards-based content, research-based pedagogy, data analysis for instructional planning and improvement, and the use of instructional technology. | 3.0    |
| 4.5          | Implements professional learning that enables faculty to deliver culturally relevant and differentiated instruction.   | 3.0    |
| 4.6          | Provides resources and time and engages faculty in effective individual and collaborative professional learning throughout the school year.  | 4.0    |
| <b>Total</b> | <i>To calculate the rating for this standard, add the total points in the "rating" column and divide by 6. Insert the total to the right.</i>  | 3.16   |

| 5.           | Learning Environment (FPLS)  | Rating |
|--------------|--|--------|
| 5.1          | Maintains a safe, respectful and inclusive student-centered learning environment that is focused on equitable opportunities for learning and building a foundation for a fulfilling life in a democratic society and global economy. | 4.0    |
| 5.2          | Recognizes and uses diversity as an asset in the development and implementation of procedures and practices that motivate all students and improve student learning.   | 3.0    |
| 5.3          | Promotes school and classroom practices that validate and value similarities and differences among students.   | 3.0    |
| 5.4          | Provides recurring monitoring and feedback on the quality of the learning environment.   | 3.0    |
| 5.5          | Initiates and supports continuous improvement processes focused on the students' opportunities for success and well-being.   | 3.0    |
| 5.6          | Engages faculty in recognizing and understanding cultural and developmental issues related to student learning by identifying and addressing strategies to minimize and/or eliminate achievement gaps.                               | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 6. Insert the total to the right.</i>  | 3.16   |

**DOMAIN 3: ORGANIZATIONAL LEADERSHIP**

| 6.           | Decision Making (FPLS)  | Rating |
|--------------|---|--------|
| 6.1          | Gives priority attention to decisions that impact the quality of student learning and teacher proficiency.                                    | 3.0    |
| 6.2          | Uses critical thinking and problem solving techniques to define problems and identify solutions.  | 4.0    |
| 6.3          | Evaluates decisions based on effectiveness, equity, intended and actual outcomes; implements follow-up actions; and revises as needed.        | 3.0    |
| 6.4          | Empowers others and distributes leadership when appropriate.  | 3.0    |
| 6.5          | Uses effective technology integration to enhance decision making and efficiency throughout the school.  | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 5. Insert the total to the right.</i> | 3.2    |

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| 7.           | Leadership Development (FPLS)   | Rating |
|--------------|---|--------|
| 7.1          | Identifies and cultivates potential and emerging leaders.   | 4.0    |
| 7.2          | Provides evidence of delegation and trust in subordinate leaders.   | 4.0    |
| 7.3          | Plans for succession management in key positions.   | 3.0    |
| 7.4          | Promotes teacher-leadership functions focused on instructional proficiency and student learning   | 3.0    |
| 7.5          | Develops sustainable and supportive relationships between school leaders, parents, community, higher education and business leaders.          | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 5. Insert the total to the right.</i> | 3.4    |

| 8.           | School Management (FPLS)  | Rating |
|--------------|---|--------|
| 8.1          | Organizes time, tasks and projects effectively with clear objectives and coherent plans.  | 3.0    |
| 8.2          | Establishes appropriate deadlines for him/herself and the entire organization.  | 3.0    |
| 8.3          | Manages, delegates, and allocates resources and time to promote collegial efforts in school improvement and faculty development.              | 3.0    |
| 8.4          | Is fiscally responsible and maximizes the impact of fiscal resources on instructional priorities.   | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 4. Insert the total to the right.</i> | 3.0    |

| 9.           | Communication (FPLS)   | Rating |
|--------------|--|--------|
| 9.1          | Actively listens to and learns from students, staff, parents and community stakeholders.   | 3.0    |
| 9.2          | Recognizes individuals for effective performance.  | 4.0    |
| 9.3          | Communicates student expectations and performance information to students, parents and community.  | 3.0    |
| 9.4          | Maintains high visibility at school and in the community and regularly engages stakeholders in the work of the school.   | 4.0    |
| 9.5          | Creates opportunities within the school to engage students, faculty, parents and community stakeholders in constructive conversations about important school issues.                   | 4.0    |
| 9.6          | Utilizes appropriate technologies for communication and collaboration.   | 3.0    |
| 9.7          | Ensures faculty receives timely information about student learning requirements, academic standards, and all other local, state and federal administrative requirements and decisions. | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this Standard, add the total points in the "rating" column and divide by 7. Insert the total to the right.</i>  | 3.43   |



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**DOMAIN 4: PROFESSIONAL AND ETHICAL BEHAVIOR**

| 10.          | Professional And Ethical Leadership (FPLS)   | Rating |
|--------------|--|--------|
| 10.1         | Adheres to the <i>Code of Ethics</i> and the <i>Principles of Professional Conduct for the Education Profession in Florida</i> , pursuant to Rules 6B-1.001 and 6B-1.006, F.A.C. | 4.0    |
| 10.2         | Demonstrates resiliency by staying focused on the school vision and reacting constructively to the barriers to success that include disagreement and dissent with leadership.    | 3.0    |
| 10.3         | Demonstrates a commitment to the success of all students, identifying barriers and their impact on the well-being of the school, families, and local community.                  | 4.0    |
| 10.4         | Engages in professional learning that improves professional practice in alignment with the needs of the school system.   | 3.0    |
| 10.5         | Demonstrates willingness to admit error and learn from it.   | 4.0    |
| 10.6         | Demonstrates explicit improvement in specific performance areas based on previous evaluations and formative feedback.  | 3.0    |
| <b>Total</b> | <i>To calculate the rating for this standard, add the total points in the "rating" column and divide by 6. Insert in the total to the right.</i>                                 | 3.5    |



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To calculate the employee's TOTAL RATING, add the "Totals" for each standard and divide by 10.

EMPLOYEE'S **TOTAL SCORE** ON ADMINISTRATOR EVALUATION = 3.295  
EMPLOYEE'S **TOTAL RATING** ON ADMINISTRATOR EVALUATION = (Check appropriate rating)  
Highly Effective  Effective  Needs Improvement  Unsatisfactory

|                               |
|-------------------------------|
| 3.6 - 4.0 = Highly Effective  |
| 3.0 - 3.5 = Effective         |
| 2.0 - 2.9 = Needs Improvement |
| 1.0 - 1.9 = Unsatisfactory    |

Comments: Mr. McWhite continues to grow and develop as a strong school leader.

Identified Areas for Improvement and Recommendations:  
Continue to work on organization and monitoring delegated tasks.

The signatures below indicate that the employee has had an opportunity to confer with the school's governing board regarding the results of this evaluation. The employee may include a written statement as an Addendum.

Charles McWhite  
Employee Signature

3/2/16  
Date

Susan Greder  
Evaluator Signature

3/5/16  
Date

Addendum: Yes  No