

**\*Probationary/  
Novice Category**

**Inquiry Category**

**AR LEADS  
Principal Evaluation  
Categories**

**Year 3**  
**Formative Evaluations**  
 1<sup>st</sup> over Standards 1, 2, 4 with emphasis on Std. 2  
 2<sup>nd</sup> over Standards 3, 5, 6 with focus on Std. 3  
**Summative Evaluation**  
 Over all functions of each standard; PGP is developed based on feedback from evaluations

**Year 2**  
**Formative Evaluations**  
 1<sup>st</sup> over Stds.1, 2, 4 focus on PGP growth areas and Std. 2  
 2<sup>nd</sup> over Standards 3, 5, 6 with focus on Std. 3  
**Summative Evaluation**  
 Over all functions of each standard; PGP is developed based on feedback from evaluations

**Year 1**  
**Professional Growth Plan**  
 Develop based on self-assessment  
**Formative Evaluations**  
 1<sup>st</sup> Stds. 1, 2, 4, focus on PGP and Std. 2  
 2<sup>nd</sup> Stds. 3, 5, 6 with focus on Std. 3  
**Summative Evaluation**  
 Over all functions of each standard; PGP is developed based on feedback from evaluations

**Intensive Category**

**Intensive Growth Plan (IGP)**  
 Develop based on identified areas of need  
 Multiple formal and informal observations  
 Multiple conferences between principal/supervisor  
**Summative Evaluation** on all functions  
 May remain in Intensive Category for up to 2 years if progress is observed

**\*\*Summative Evaluation Year**  
**Formative Evaluations**  
 1<sup>st</sup> over Standards 1, 2, 4 with emphasis on Std. 2  
 2<sup>nd</sup> over Standards 3, 5, 6 with focus on Std. 3  
**Summative Evaluation**  
 Over all functions of each standard every 3 years; PGP focus is revised based on feedback from evaluations

**\*\*\*Interim Appraisal (Non-Summative Years)**  
**Self-Assessment**  
 Use Principal or Assistant Principal Evaluation Rubric  
**PGP**  
 Focus on and review throughout the year  
**Conversations**  
 Focus on PGP and evidence  
**Reflective Narrative**  
 Submit with PGP  
**New PGP**  
 Develop based on progress of prior PGP

\*Novice/Probationary Category is for one to three years based on district policy.  
 \*\*Once every three years on all functions.  
 \*\*\*PGP focus during two years of the three year cycle.

