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| **SALINAS UNION HIGH SCHOOL DISTRICT**  **CERTIFICATED PERSONNEL EVALUATION**  ***Athletic Director***  **FINAL** | Original – Human Resources  *9/2015*  Copy 1 – Evaluatee  Copy 2 - Evaluatee |

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| Evaluatee: | Position: | School: |
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| **All Standards will be evaluated.** |  |  |
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| Evaluator: | Position: | School Year: |
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| Current Status: ⬜Temporary ⬜ Probationary I ⬜ Probationary II ⬜ Permanent ⬜ PAR | | |
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| Rating: U=Unsatisfactory NI=Needs Improvement P=Proficient D=Distinguished | | |
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| **UNSATISFACTORY PERFORMANCE IN STANDARDS 1 THROUGH V REQUIRES REFERRAL TO PAR AS PER ED CODE 44500 AND ALSO CONSTITUTES AN UNSATISFACTORY SUMMATIVE EVALUATION** | | |

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| **STANDARD I – Athletic directors provide leadership and facilitate a shared vision of high-quality athletic programs that support achievement for all student athletes.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Facilitates the development, implementation, and stewardship of a quality athletic program * Extends his/her mission beyond the academic growth of students * Develops the leadership capacity of staff to share the responsibility for implementing an athletic plan |  |  |  |  |  |

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| **STANDARD II - Athletic directors ensure a high-quality athletic program is developed, articulated, and implemented.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Is knowledgeable about current practices and methods in regards to safety, facilities management, etc. * Communicates his/her knowledge clearly to coaches, students, and staff * Uses comprehensive, collaborative planning skills to design effective athletic programs and instruction * Promotes high expectations for the delivery of quality programs and services |  |  |  |  |  |

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| **STANDARD III - Athletic directors are responsible for establishing and managing an athletic program that fosters a positive learning environment.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Manages operations and resources to ensure a safe, efficient athletic program * Coordinates human and material resources to improve and support the athletic program * Develops and supervises efficient processes in order to maximize performance * Contributes to the smooth functioning of the school environment (Moved from Standard VII below) |  |  |  |  |  |

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| **STANDARD IV - Athletic directors assess and analyze data to develop and adapt plans that enhance the athletic program.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Observes coaches on a regular basis to provide feedback * Monitors student progress in athletics * Attends events to gather data regarding the athletic program |  |  |  |  |  |

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| **STANDARD V - Athletic directors are committed to continuous improvement and professional development.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Seeks and uses feedback and reflects on his/her leadership * Draws upon sports management research and strategies in the delivery and enhancement of the athletic program * Is an active member of professional learning communities * Actively pursues professional growth and educational experiences |  |  |  |  |  |

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| **STANDARD VI - Athletic directors exhibit a high degree of professionalism.** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Understands and responds to cultural, economic, and other factors that influence the success of the athletic program * Views himself/herself as a leader in the educational community * Acts as liaison between or among various entities and stakeholders * Represents the interests of the program and school system when engaging with local, state, national, and governmental groups/agencies. |  |  |  |  |  |



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| **STANDARD VII – Required Duties and Professional Responsibilities** | **RATING** | | | | **Commendations/recommendations/evidence** |
| * Attendance at department meetings * Attendance at faculty meetings, as necessary * Fulfillment of other contractual duties under Article VII * Attendance required at parent conferences |  |  |  |  |  |

SUMMATIVE EVALUATION: ⬜ Unsatisfactory ⬜ Needs Improvement ⬜ Proficient ⬜ Distinguished

Mandatory Referral to PAR: ⬜ Yes ⬜No

Date Signature Evaluatee Date Signature Evaluator

Print Name – Evaluatee Print Name – Evaluator