

Tuttle, Andrea

Position: Superintendent

Central Office

Evaluation Ending Dec 2020

Summative Worksheet

Primary Evaluator: Mowen, Rick

Employee Effectiveness Rubric (EER)**MASB Superintendent (Owosso) (2021)**

	Rating	Weight	Weighted Rating
Domain 1: Governance & Board Relations	4.00	X 0.100	0.40
Domain 2: Community Relations	4.00	X 0.050	0.20
Domain 3: Staff Relations	4.00	X 0.050	0.20
Domain 4: Business and Finance	4.00	X 0.100	0.40
Domain 5: Instructional Leadership	3.90	X 0.200	0.78
Domain 6: Student Growth	3.00	X 0.400	1.20
Domain 7: Progress Toward District-Wide Goals	4.00	X 0.100	0.40
Final EER Score			3.58

Summative Worksheet - Superintendent (2020)

Component	Raw Score	Weight	Weighted Score
Employee Effectiveness Rubric	3.58	X 1.000	3.58
Sum of the Weighted Scores			3.58
Summative			Highly Effective

Rating	Range
Highly Effective	3.50 to 4.00
Effective	2.50 to 3.49
Minimally Effective	1.75 to 2.49
Ineffective	less than 1.75

Staff Signature

Andrea Tuttle

Date

12/14/20

Rick Mowen marked this document as "Complete" on December 15, 2020

4.0	1.1 Policy involvement Professional Standards for Educational Leaders:2,9
4.0	1.2 Goal development Professional Standards for Educational Leaders:1,9,10
4.0	1.3 Information Professional Standards for Educational Leaders:2,7,9
4.0	1.4 Materials and background Professional Standards for Educational Leaders:7,9
4.0	1.5 Board questions Professional Standards for Educational Leaders:2,7,9
4.0	1.6 Board development Professional Standards for Educational Leaders:6
4.0	2.1 Parent feedback Professional Standards for Educational Leaders:1,8
4.0	2.2 Communication with community Professional Standards for Educational Leaders:1,8
4.0	2.3 Community feedback Professional Standards for Educational Leaders:1, 8
4.0	2.4 Media relations Professional Standards for Educational Leaders: 1,8
4.0	2.5 District image Professional Standards for Educational Leaders:1,8
4.0	2.6 Approachability Professional Standards for Educational Leaders: 1,8
4.0	3.1 Staff feedback (Teacher feedback is a required component.) Professional Standards for Educational Leaders:6, 7
4.0	3.2 Staff communications Professional Standards for Educational Leaders: 2, 7, 9
4.0	3.3 Personnel matters Professional Standards for Educational Leaders: 9
4.0	3.4 Delegation of duties Professional Standards for Educational Leaders:9, 10
4.0	3.5 Recruitment Professional Standardsfor Educational Leaders:6
4.0	3.6 Labor relations (Bargaining) Professional Standards for Educational Leaders:9
4.0	3.7 Visibility in district Professional Standards for Educational Leaders:3, 4, 5, 6
4.0	4.1 Budget development and management Professional Standards for Educational Leaders: 1,2,9
4.0	4.2 Budget reports Professional Standards for Educational Leaders: 1,2,9
4.0	4.3 Financial controls Professional Standards for Educational Leaders: 2,9
4.0	4.4 Facility management Professional Standards for Educational Leaders:5,9
4.0	4.5 Resource allocation Professional Standards for Educational Leaders: 1,9
4.0	5.1 Performance evaluation system Professional Standards for Educational Leaders:6, 9, 10
4.0	5.2 Building-Level Leadership Professional Standards for Educational Leaders:4, 6, 7
4.0	5.3 Staff Development Professional Standards for Educational Leaders:6,10
4.0	5.4 School Improvement Professional Standards for Educational Leaders:6, 9, 10
4.0	5.5 Curriculum Professional Standards for Educational Leaders:4, 7
4.0	5.6 instruction Professional Standards for Educational Leaders:4, 6, 7
4.0	5.7 Student feedback Professional Standards for Educational Leaders:3, 5
3.0	5.8 Student Attendance Professional Standards for Educational Leaders:5
	COMMENT: Certainly an area of focus but it is difficult to measure in a pandemic.
4.0	5.9 Support for students Professional Standards for Educational Leaders:3,5
4.0	5.10 Professional knowledge Professional Standards for Educational Leaders: 1, 4, 6
3.0	6.1 Student Growth

