

**MLP – Summative Evaluation Form**

**Evaluatee’s Name:**  
**School:**  
**Evaluator:**  
**Evaluator’s Title:**

**Position:**  
**School Year:**  
**District:**  
**Date Completed:**

This form serves as a permanent record of a leader’s performance, based on the specific criteria delineated in the Multidimensional Leadership Performance (MLP) Matrix.

Directions for Supervisors: Examine all sources of evidence for each of the 10 domains using the results from the MLP Self-Reflection Matrix Guide as it applies to the leader’s performance. Refer to the scale requirements and indicate sources of evidence used to determine the evaluation results in each domain. Assign an overall evaluation of the leader’s performance, sign the form, and obtain the signature of the leader.

Use the format and tables in Chapter 5 to help calculate sub-domain and domain scores into an MLP System Score.

In as much as all of the MLP domains collectively contribute to the leader’s overall success, four of the 10 domains carry greater weight to signify their importance in the evaluation process. Consequently, the MLP domains have been weighted using the following percentages depicted below.

**Multidimensional Leadership Performance Domain Weighting**

<b>Multidimensional Leadership Performance Domains</b>	<b>Weighting</b>
<b>Domain 1: Resilience</b>	<b>%</b>
<b>Domain 2: Personal Behavior and Professional Ethics</b>	<b>%</b>
<b>Domain 3: Student Achievement</b>	<b>%</b>
<b>Domain 4: Decision Making</b>	<b>%</b>
<b>Domain 5: Communication</b>	<b>%</b>
<b>Domain 6: Faculty Development</b>	<b>%</b>
<b>Domain 7: Leadership Development</b>	<b>%</b>
<b>Domain 8: Time/Task/Project Management</b>	<b>%</b>
<b>Domain 9: Technology</b>	<b>%</b>
<b>Domain 10: Personal Professional Learning</b>	<b>%</b>
<b>Total</b>	<b>0 %</b>

Summary of MLP Domains								HE	E	ME	I
Domain 1: Resilience								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 2: Personal Behavior and Professional Ethics								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 3: Student Achievement								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 4: Decision Making								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 5: Communication								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 6: Faculty Development								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 7: Leadership Development								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 8: Time/Task/Project Management								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 9: Technology								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 10: Personal Professional Learning								<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>MLP System Rating Score</b>											
	Sources of Evidence (Check all that apply)										
	Formal Observation	Informal Observation	Self Assessment	Growth Plan	Artifacts	Site Visit	Other				
1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

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<b>Domain Rating</b>	<b>Points Assigned</b>
A Domain rating of Highly Effective	3 points
A Domain rating of Effective	2 points
A Domain rating of Minimally Effective	1 point
A Domain rating of Ineffective	0 points

The domain points are multiplied by the domain’s direct weight. The rating is entered in column 2 (“Rating”), the points in column 3 (“Points”), and weighted score will automatically calculate based on the weights entered in the table above.

<b>Domain Rating</b>	<b>Rating</b>	<b>Points</b>	<b>Weight</b>	<b>Domain Weighted Score</b>
<b>Domain 1: Resilience</b>	Select One		0.00	0.00
<b>Domain 2: Personal Behavior and Professional Ethics</b>	Select One		0.00	0.00
<b>Domain 3: Student Achievement</b>	Select One		0.00	0.00
<b>Domain 4: Decision Making</b>	Select One		0.00	0.00
<b>Domain 5: Communication</b>	Select One		0.00	0.00
<b>Domain 6: Faculty Development</b>	Select One		0.00	0.00
<b>Domain 7: Leadership Development</b>	Select One		0.00	0.00
<b>Domain 8: Time/Task/Project Management</b>	Select One		0.00	0.00
<b>Domain 9: Technology</b>	Select One		0.00	0.00
<b>Domain 10: Personal Professional Learning</b>	Select One		0.00	0.00

**Evaluatee’s Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Superintendent/Designee Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Comments Attached on Next Page:**  Yes  No

*Note: The leader’s signature on this form represents neither acceptance nor approval of the Multidimensional Leadership Performance (MLP) System Evaluation. It does, however, indicate that the leader has reviewed the MLP evaluation with the evaluator and may reply in writing. The signature of the superintendent/designee verifies that the MLP evaluation has been reviewed and that the proper process has been followed according to state statutes.*

**Comments:**