



Principal Name: _____ Evaluator Name: _____ Date: _____

All portfolios will be evaluated using the artifact-based portfolio evaluation criteria. Only the PSEL Standards that were selected at the beginning of the year meeting will also be evaluated. The average of the score from the artifact-based portfolio evaluation criteria and the selected PSEL standards will be averaged for the overall portfolio rating.

Artifact-Based Portfolio Evaluation Criteria

<u>Criteria</u>	<u>Ineffective (1)</u>	<u>Developing (2)</u>	<u>Effective (3)</u>	<u>Highly Effective (4)</u>
<u>Artifact Relevance</u>	Artifacts are unrelated or lack context.	Some artifacts relate to leadership practice.	Artifacts are aligned with identified PSEL standards and show clear evidence.	All artifacts are purposeful, diverse, and strongly aligned to identified PSEL standards.
<u>Reflection Quality</u>	Minimal or no reflection; lacks depth.	Surface-level reflection with little analysis.	Thoughtful reflection connecting practice to outcomes.	Deep, analytical reflection showing insight, impact, and growth mindset.
<u>Impact on Practice</u>	No evidence of how practice improved.	Some indication of application.	Clear examples of improved outcomes tied to standards.	Demonstrated systemic or sustainable improvement with stakeholder impact.

Professional Portfolios: Principals

1. Mission, Vision, and Core Values

Develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success for all students.

PSEL Standard (1)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments /
Evidence

Score

2. Ethics and Professional Norms

Act ethically and according to professional norms.

PSEL Standard (2)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

3. Equity and Cultural Responsiveness

Strive for equity of educational opportunity and culturally responsive practices.

PSEL Standard (3)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments /
Evidence

Score

4. Curriculum, Instruction, and Assessment

Develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment.

PSEL Standard (4)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/
Evidence

Score

5. Community of Care and Support for Students

Cultivate an inclusive, caring, and supportive school community.

PSEL Standard (5)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

6. Professional Capacity of School Personnel

Develop the professional capacity and practice of school personnel.

PSEL Standard (6)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

7. Professional Community for Teachers and Staff

Foster a professional community of teachers and staff.

PSEL Standard (7)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

8. Meaningful Engagement of Families and Community

Engage families and the community in meaningful, reciprocal, and mutually beneficial ways.

PSEL Standard (8)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

9. Operations and Management

Manage school operations and resources to promote student success and well-being.

PSEL Standard (9)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

10. School Improvement

Act as agents of continuous improvement to promote each student's academic success and well-being.

PSEL Standard (10)	Ineffective (1)	Developing (2)	Effective (3)	Highly Effective (4)
Portfolio Evidence and Reflection	Limited evidence of standard in practice or portfolio; little reflection or connection to leadership actions.	Some evidence of standard implementation ; limited reflection on impact or student outcomes.	Clear evidence of standard in leadership practice; reflection includes analysis of outcomes and practice.	Comprehensive, consistent evidence of impact aligned to the standard with deep reflection and continuous improvement.

Comments/Evidence

Score

Summary Comments:

Portfolio Score:

Signature of Employee

Date

Signature of Supervisor

Date