

**Performance Rating Rubric Summary Form (Skills and Knowledge)**

**Principal Rating on the Ohio Standards for Principals**

The *Ohio Principal Rating Rubric* is intended to be scored holistically. See **Appendix B** of the OPES Model for more information.

**Principal Name:**                      **Evaluator Name:**

Standard 1 Recommended Rating:	<input type="checkbox"/> Ineffective	<input checked="" type="checkbox"/> Developing	<input type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished
Standard 2 Recommended Rating:	<input type="checkbox"/> Ineffective	<input type="checkbox"/> Developing	<input checked="" type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished
Standard 3 Recommended Rating:	<input type="checkbox"/> Ineffective	<input checked="" type="checkbox"/> Developing	<input type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished
Standard 4 Recommended Rating:	<input type="checkbox"/> Ineffective	<input checked="" type="checkbox"/> Developing	<input type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished
Standard 5 Recommended Rating:	<input type="checkbox"/> Ineffective	<input checked="" type="checkbox"/> Developing	<input type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished
<b>Performance Rating</b>	<input type="checkbox"/> Ineffective	<input checked="" type="checkbox"/> Developing	<input type="checkbox"/> Skilled	<input type="checkbox"/> Accomplished

Goal #3 Communication and Professionalism -  
 While I have seen you make attempts to improve in this area I do not believe those attempts have been successful.  
 I will be recommending your non-renewal to the board of education.

**Principal Evaluation**  
**Post Observation Conference #2**  
**2014-15**

**Danita Kern**

**Principal**

**Trimble Middle School**

**Area of Reinforcement**

Standard 2: Instruction- Formative Instructional Practices

We are a FIP school district. All teachers should be using the FIP Instructional Model in their classrooms.

This continues to be an area of strength for you. I have rated you as skilled in the area of instruction which is standard #2 in the OPES Rubric.

**Area of Refinement**

Danita 3<sup>rd</sup> OPES Goal:

By March 1, 2015 I want to act with professionalism, and have clear and effective verbal, written, and electronic communication 100% of the time with staff, and parents. This will be measured by the feedback and responses I get from those whom I communicate and interact with, as well as from my supervisor.

This has continued to be an area of weakness. While you have made attempts toward improvement in this area, I do not see that you have been successful. I have rated you as ineffective in this area.

I will be recommending your non-renewal to the board of education.

### Final Rating of Principal Effectiveness on Standards and Goals 2014-15

Principal Danita Kern

Rating	INEFFECTIVE	DEVELOPING	SKILLED	ACCOMPLISHED
Standards		X		
Goal #1		X		
Goal #2			X	
Goal #3	X			
Overall Rating		X		

Evaluator will be making the recommendation below to the Trimble Local Board of Education pertaining to your contract:

Renewal                       Non-Renewal

Principal Signature Scott Cluett                      Date 4/28/15

Evaluator Signature [Signature]                      Date 4/28/15



# TRIMBLE LOCAL SCHOOL DISTRICT

May 8, 2015

**BOARD OF EDUCATION  
SUPERINTENDENT  
TREASURER**

One Tomcat Drive  
Glouster, OH 45732  
(740) 767-4444  
(740) 767-4901 (Fax)

**HIGH SCHOOL**

One Tomcat Drive  
Glouster, OH 45732  
(740) 767-3434  
(740) 767-4901 (Fax)

**MIDDLE SCHOOL**

18500 Jacksonville  
Road  
Glouster, OH 45732  
(740) 767-2810  
(740) 767-9523 (Fax)

**ELEMENTARY SCHOOL**

18500 Jacksonville Road  
Glouster, OH 45732  
(740) 767-2810  
(740) 767-9523 (Fax)

**TRANSPORTATION**

11 Water Street  
Glouster, OH 45732  
(740) 767-2525  
(740) 767-3428 (Fax)

**MAINTENANCE**

18500 Jacksonville Rd.  
Glouster, Ohio 45732  
(740) 767-3826  
(740) 767-4901 (Fax)

**VIA HAND DELIVERY**

Ms. Danita Kern  
Principal  
Trimble Middle School

Re: Relief From Duty

Dear Ms. Kern:

You are hereby immediately relieved from duty, with pay and fringe benefits, from your administrative position until further notice. You are not to go on District property or attend any District event without my permission. You are also directed to refrain from contacting any District employee or student. During this time you are to remain available for me to contact you during school hours. You are also obligated to abide by all district rules and policies. If such a time occurs that you will not be available for me to contact, you will need to notify me in advance and submit the appropriate leave form pertaining to your being unavailable.

Sincerely,

Scott Christman  
Superintendent

cc: Personnel File