

## Principal Evaluation Summary—Leadership Actions

Principal: \_\_\_\_\_ Evaluator: \_\_\_\_\_

School: \_\_\_\_\_ School Year: \_\_\_\_\_

<b>Core Competency One Mission and Vision</b>	Distinguished	Accomplished	Proficient	Unsatisfactory	Developing
Overall Rating for Core Competency One: _____					
A. Engages all stakeholders in the development and implementation of a shared vision of learning, a strong organizational mission and high, measurable expectations that prepares every student to succeed in post-secondary learning and to become responsible and contributing citizens.	<input type="checkbox"/>				
B. Articulates a vision and helps develop implementation strategies, for change that results in measurable achievement gains for all students including closing achievement gaps.	<input type="checkbox"/>				
C. Fosters a shared commitment to high expectations for student achievement and high standards of teaching and learning in a culturally competent environment where diversity is valued.	<input type="checkbox"/>				
D. Establishes rigorous, concrete goals for instructional program decisions and staff learning experiences that are consistent with the school’s mission, vision, and core beliefs.	<input type="checkbox"/>				
E. Builds a strong and positive sense of community in the school by honoring the important role of race and culture, its traditions, artifacts, symbols, values and norms, as a contributor to student and school success.	<input type="checkbox"/>				

<b>Core Competency Two Instructional Leadership</b>	Distinguished	Accomplished	Proficient	Unsatisfactory	Developing
Overall Rating for Core Competency Two: _____					
A. Facilitates the development of a shared vision for effective teaching and instructional practices that reflect high expectations, engage all students, and accommodate diverse learning styles, needs, interests, and levels of readiness.	<input type="checkbox"/>				
B. Provides the structure and opportunity for the development, implementation, and evaluation of relevant and rigorous curricula tied to state academic and college and career readiness standards.	<input type="checkbox"/>				
C. Collaborates with teachers to examine student and school data to measure student learning and growth, identify achievement gaps, and develop strategic interventions that improves learning and closes identified gaps.	<input type="checkbox"/>				
D. Facilitates reflective practice, inquiry and action research to identify and monitor the impact of interventions and determine high yield instructional strategies that improve student learning.	<input type="checkbox"/>				
E. Supports the need for quality, collaborative staff learning experiences that are guided by data and research, planned by staff, are job- embedded, and are based on the school’s learning needs.	<input type="checkbox"/>				

<b>Core Competency Three Human Resources</b>	Distinguished	Accomplished	Proficient	Unsatisfactory	Developing
Overall Rating for Core Competency Three: _____					
A. Develops a strategic action plan with staff that includes targets to improve student achievement school wide and close achievement gaps with low performing student groups.	<input type="checkbox"/>				
B. Provides timely, appropriate and quality professional development and facilitates learning teams that gather information, analyze data, examine issues and develop new approaches to improve teaching and learning.	<input type="checkbox"/>				
C. Implements a cohesive approach to recruitment, placement, induction and retention that promotes highly qualified and effective staff.	<input type="checkbox"/>				
D. Routinely observes instruction and provides ongoing feedback and coaching to teachers and other staff in a fair and equitable manner in order to support professional growth	<input type="checkbox"/>				
E. Provides effective and timely supervision and evaluation aligned with local district goals, state regulations and contract provisions and uses these processes to facilitate development, remediation and/or removal of nonperforming staff members.	<input type="checkbox"/>				

<b>Core Competency Four Professional and Ethical Relationship</b>	Distinguished	Accomplished	Proficient	Unsatisfactory	Developing
Overall Rating for Core Competency Four: _____					
A. Demonstrates and communicates values, beliefs, and attitudes that make the well-being and academic success of all students the basis for all decision making.	<input type="checkbox"/>				
B. Models appropriate personal, professional, and ethical behavior that is respectful, fair, enhances the image of the school and the profession and inspires others to higher levels of leadership and performance.	<input type="checkbox"/>				
C. Employs conflict resolution and problem-solving strategies in a wide variety of situations and circumstances.	<input type="checkbox"/>				
D. Demonstrates strong interpersonal, written, and verbal communication skills and facilitates groups effectively	<input type="checkbox"/>				
E. Welcomes and honors families and stakeholders by engaging them in a meaningful dialogue regarding student learning, the work of the school, and its needs and accomplishments.	<input type="checkbox"/>				
F. Ensures that the school is in compliance with local, state, and federal laws, standards, and regulations as well as local district and school policies.	<input type="checkbox"/>				

<b>Core Competency Five Resource Management</b>	Distinguished	Accomplished	Proficient	Unsatisfactory	Developing
Overall Rating for Core Competency Five: _____					
A. Distributes leadership responsibilities, shares decision-making and daily supervises ongoing management structures and practices to enhance teaching and learning.	<input type="checkbox"/>				
B. Improves organizational performance by making appropriate, and sound use of time, technology, management strategies and accountability measures, including assessments, to achieve the district and school's vision, mission, and goals.	<input type="checkbox"/>				
C. Maintains a safe environment by addressing real and potential challenges to the physical and emotional safety and security of students and staff that interfere with teaching and learning.	<input type="checkbox"/>				
D. Manages the organization, operations and resources to promote student success and maintain a safe, efficient and effective learning environment.	<input type="checkbox"/>				
E. Develops and implements a budget process that manages fiscal expenditures consistent with district and school goals, policies and available resources that are focused on and result in improved student achievement.	<input type="checkbox"/>				

**OVERALL RATING—LEADERSHIP ACTIONS:** \_\_\_\_\_

**SIGNIFICANT ACHIEVEMENTS**

\_\_\_\_\_

**AREAS FOR GROWTH**

\_\_\_\_\_

**EVALUATOR COMMENTS**

\_\_\_\_\_

**PRINCIPAL COMMENTS**

\_\_\_\_\_

The principal and evaluator will sign the Principal Evaluation Summary for leadership actions to indicate that the ratings have been shared and discussed.

Evaluator: \_\_\_\_\_ Date: \_\_\_\_\_

Principal: \_\_\_\_\_ Date: \_\_\_\_\_