

CGE-348

Appraisals of Administrative Staff Evaluation Tool (Amended 9/2007)

**USD 348
PRINCIPAL EVALUATION INS**

<i>RESPONSIBILITIES</i>	<i>THE EXTENT TO WHICH THE PRINCIPAL . . .</i>	Professionally Competent	Requires Improvement	Self-selected Goal
Situational Awareness	is aware of the details and undercurrents in the running of the school and uses this information to address current and potential problems			
Intellectual Stimulation	ensures that faculty and staff are aware of the most current theories and practices and makes the discussion of these a regular aspect of the school's culture			
Change Agent	is willing to & actively challenges the status quo			
Input	involves teacher in the implementation of important decisions and policies			
Culture	fosters shared beliefs and a sense of community and cooperation			
Monitors/ Evaluates	monitors the effectiveness of school practices and their input on student learning			
Outreach	is an advocate & spokesperson for the school and all stakeholders			
Order	establishes a set of standard operating procedures and routines			
Resources	provides teachers with materials and professional development necessary for the successful execution of their jobs			
Ideals/Beliefs	communicates and operates from strong ideals and beliefs about schooling			
Affirmation	recognizes and celebrates school accomplishments and acknowledges failures			
Focus	establishes clear goals and keeps those goals in the forefront of the school's attention			

<i>RESPONSIBILITIES</i>	<i>THE EXTENT TO WHICH THE PRINCIPAL . . .</i>	Professionally Competent	Requires Improvement	Self-selected Goal
Discipline	protects teachers from issues and influences that would detract from their teaching time or focus			
Knowledge of Curriculum & Instructional Assessment	is knowledgeable about current curriculum, instruction, and assessment practices			
Communication	establishes strong lines of communication with teachers and among students			
Flexibility	adapts his/her leadership behavior to the needs of the current situation and is comfortable with dissent			
Optimizer	inspires and leads new and challenging innovations			
Relationship	demonstrates an awareness of the personal aspects of of teachers and staff			
Visibility	has quality contact and interactions with teachers and students			
Curriculum, Assessment, and Instruction	is directly involved in the design and implementation of curriculum, instruction, and assessment practice			
Contingent Rewards	recognizes and rewards individual accomplishments			
Diversity	the extent to which the principal encourages and fosters an inclusive environment which promotes acceptance of others.			

COMMENTS:

SUPERINTENDENT

DATE

PRINCIPAL

DATE