

Arnold Public Schools

Principal Evaluation Document

I. Vision for Learning:

The Principal establishes and communicates a vision for teaching and learning that results in improved student performances.

Uses varied sources of information and analyzes data about current practices and outcomes to shape the vision, mission, and goals of the school.	Not Met/Met
Aligns the school's vision, mission, and goals to district, state, and federal policies.	Not Met/Met
Communicates the vision in order to establish high expectations for student performance.	Not Met/Met
Reviews the vision, mission, and goals systematically and revises as appropriate.	Not Met/Met

Comments: You come up with good ways to use the data available to us to provide opportunities for student learning.

II. Continuous School Improvement:

The Principal leads a continuous school improvement process that results in improved student performance and school effectiveness.

Develops and implements in collaboration with the school community, a strategic school improvement plan that is aligned with district, state, and federal guidelines and goals.	Not Met/Met
Maintains comprehensive and current information about students, academic achievement, school effectiveness, and the school community.	Not Met/Met
Makes informed decisions based on student achievement data, research, and best practices to improve teaching and learning.	Not Met/Met
Uses technology to increase school efficiency and effectiveness.	Not Met/Met
Revises the school improvement plan based on a systematic review of progress toward its goals.	Not Met/Met
Comments: You have done a very good job of learning the continuous school improvement process and leading the staff through the process. You use the school improvement team as they should be used, and you set high expectations for staff and students.	

III. Instructional Leadership:

The Principal provides leadership to ensure the implementation of a rigorous

curriculum, the use of effective teaching practices, and accountability for results.

Promotes teaching practices based on sound pedagogy, professional collaboration, and instructional interventions designed to meet the learning needs of all students.	Not Met/Met
Ensures that the instructional program is aligned with content standards, includes effective instructional and assessment practices, and protects instructional time to maximize learning.	Not Met/Met
Supports instructional content that reflects the perspectives of a diverse society.	Not Met/Met
Uses data from multiple assessments of student performance to evaluate the curriculum and instructional program.	Not Met/Met
Assumes responsibility for the continued improvement of student learning within the school and holds staff accountable for the growth of student achievement within their assigned areas.	Not Met/Met
Comments: We will talk about curriculum alignment after the AdvancED visit.	

IV. Culture for Learning:

The Principal creates a school culture that enhances the academic, social, physical, and emotional development of all students.

Provides full and equitable access to educational programs, curricular, and extra.	Not Met/Met
Fosters an environment of respect and rapport based on clear guidelines for appropriate behavior.	Not Met/Met
Uses multiple indicators of student success to encourage the development of the whole child in a manner consistent with academic achievement.	Not Met/Met
Identifies barriers to student learning and development and devises strategies to reduce or eliminate them.	Not Met/Met
Engages in the activities of the school, recognizes the accomplishments of students and staff, and maintains a high level of visibility with the school community.	Not Met/Met
Leads the assessment and continuous improvement of the school climate and culture.	Not Met/Met

Comments:

V. Systems Management:

The Principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.

Allocates financial, material, and human resources to support the educational	Not Met/Met
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program.	
Monitors the school's site, facilities, services, and equipment to provide a safe and orderly environment.	Not Met/Met
Identifies and resolves problems, manages conflict, and builds consensus to achieve the efficient operation of the school.	Not Met/Met
Communicates with community agencies to provide a safe school environment.	Not Met/Met
Develops procedures for the effective use of technology among staff, students, and the school community.	Not Met/Met
Understands school law and its impact on staff, students, and families, and complies with local, state, and federal mandates.	Not Met/Met
Guides and influences policymakers as they develop regulations, policies, and laws that impact the school.	Not Met/Met
Comments: No concerns.	

VI. Staff Leadership:

The Principal uses effective practices to select, develop, support, and lead high quality teachers and other staff.

Recruits, hires, develop, and retains high quality professional and support staff to realize the school's vision.	Not Met/Met
Develops and supports an effective learning environment for teachers and other staff.	Not Met/Met
Mentors emerging staff leaders in order to build leadership capacity within the school community.	Not Met/Met
Supervises the school's staff members and hold them accountable for results based on high expectations and professional standards.	Not Met/Met
Implements a performance evaluations system and a professional development program for teachers and instructional support staff based on a common instructional language and effective teaching practices.	Not Met/Met
I will encourage your desire to further your own education. Good Luck!	Not Met/Met

VII. Developing Relationships:

The Principal promotes and supports productive relationships with students, staff, families, and the community.

Builds professional relationships that support the school and its vision.	Not Met/Met
Uses the community's diverse cultural, social, and intellectual resources to strengthen the school community.	Not Met/Met
Encourages active family and community participation in the learning process in order to enhance student achievement.	Not Met/Met
Solicits information from families and community members to strengthen the educational program.	Not Met/Met

Uses effective public information strategies.	Not Met/Met
Creates strategic partnerships with business, religious, political, and other community leaders in order to carry out the school's mission.	Not Met/Met
Develops an understanding of diversity among staff and students to create an appreciation of a global society. Comments: You are good with the public, use the blackboard connect system well as it is intended, get information public through schoology, and find great uses for the digital message display. You have built quality relationships in the community that are good for our school	Not Met/Met
VIII. Professional Ethics and Advocacy: The Principal advocates for policies of equity and excellence in support of the vision of the school, and acts with fairness, integrity, and a high level of professional ethics.	
Responds to the political, social, economic, legal and cultural influences affecting the school.	Not Met/Met
Advocates for public policies that ensure appropriate and equitable resources for the education system.	Not Met/Met
Protects the established rights and confidentiality of students and staff.	Not Met/Met
Models and articulates reflective practice, transparency, and ethical behavior in accordance with established standards.	Not Met/Met
Holds others in the school community accountable for demonstrating integrity and ethical behavior.	Not Met/Met
Treats others with dignity and respect.	Not Met/Met
Seeks to make decisions that are just, fair, and equitable.	Not Met/Met
Comments: No concerns	

Superintendent

Principal

Signed

Date

Signed

Date