



Office of the Assistant Superintendent, Elementary Schools
 Certificated Administrative Personnel Evaluation
 Goal Setting (2007-2008)

In order to support the personal and intellectual success of every student, every day, elementary schools will:

1. Provide a standards based academic program that ensures that all students can attain proficiency and beyond in the core content areas.
2. Implement a school based intervention system for students who have not yet met proficiency or who struggle with behavioral issues.
3. Monitor student progress in a way that allows for site collaboration and coordination of services.
4. Provide staff members with professional development designed to address staff and students' needs.
5. Integrate systems at the site level and between central office and the site to improve communication among all stakeholders.
6. Promote a school culture of racial harmony and acceptance of diversity.
7. Cultivate a high performance learning culture that has a foundation in effective working relationships.

Evaluation Area	Areas of Focus
Instructional Leadership	<ul style="list-style-type: none"> • Identifying, developing, implementing and evaluating interventions for students who are not achieving [proficiency] • Knowing the strength and needs of individual teachers and identifying instructional practices, patterns and trends by visiting classrooms regularly. • Presenting a variety of staff development offerings in small and whole group settings. • Facilitating and supporting collaboration among staff, across grade levels, departments, teams and classrooms within the school and with other schools.
Operational Leadership	<ul style="list-style-type: none"> • Maintaining discipline and order in accordance with state and district guidelines. • Allocating and managing finances/resources [to match students' needs]
Public Leadership	<ul style="list-style-type: none"> • Developing an effective system for communicating and collaborating with families • Responding to diverse community interests and needs to ensure racial harmony • Recognizing and celebrating the contributions of school staff and community members
Disposition of a Leader	<ul style="list-style-type: none"> • Interacting with students regularly in and out of classrooms to cultivate and assess school climate • Initiating, innovating and being receptive to new ideas in addressing school needs and involving key people in the implementation of change • Developing effective working relationships with staff, parents and community by adjusting management style to meet diverse needs

School Data/Issue to be Addressed What does the school data tell us?	School Goal What improvement do you expect in student progress or program implementation?	Action Plan How will the issue be addressed?	Leadership Goal What specific leadership actions will drive this plan?	Evidence of Goal Attainment How will you know that the goals/issues have been successfully addressed?
			Instructional: Operational: Public: Disposition:	
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Principal _____

Date _____

Evaluator _____

Date _____