

# DIRECTOR/PRINCIPAL EVALUATION

## PHIL & JENNIE GAGLARDI ACADEMY

Name: \_\_\_\_\_

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

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

**SPIRITUAL LEADERSHIP:** - setting and sustaining spiritual oversight of the school, through modeling a spirit-filled life to staff, students and parents. Moreover, the Director/Principal models a deep commitment to Jesus and His Word through making a positive difference in the lives of children and families. The Director/Principal models professionalism, equity, justice and love.

STANDARD	ACTION	ASSESSMENT
Guides the development and implementation of the school's values, vision, mission and goals to support learning and achievement for all students.	Facilitates a collaborative process within the school to foster the development of the school's values, vision, mission and goals	Developing–Proficient–Accomplished <u>Comments:</u>
	Provides an inclusive process for articulating, managing, monitoring, revising, evaluating and sustaining the values, vision, mission and goals	Developing–Proficient–Accomplished <u>Comments:</u>
	Designs, implements and monitors policies, protocols and processes that support the school's values, vision, mission and goals.	Developing–Proficient–Accomplished <u>Comments:</u>
	Collaboratively develops and monitors school plans and goals to improve student learning.	Developing–Proficient–Accomplished <u>Comments:</u>
	Models Christ-like attitudes and behaviours in dealing with the School Board, Faculty, students and parents.	Developing–Proficient–Accomplished <u>Comments:</u>
	Recognizes and celebrates individual and collective accomplishments that support the school's values, vision, mission and goals.	Developing–Proficient–Accomplished <u>Comments:</u>
	Sets an example for the entire school community of the importance of prayer, worship, scripture memorization, and the study of scripture.	Developing–Proficient–Accomplished <u>Comments:</u>
	Oversees the effective integration of a Christian worldview through the use of Biblical principles and a strong philosophy of Christian education throughout the curriculum.	Developing–Proficient–Accomplished <u>Comments:</u>

**INSTRUCTIONAL LEADERSHIP** – setting and improving the quality of teaching and learning for students at Gagliardi Academy. Instructional leadership keeps the focus on assessment and instructional practices that maximize student learning and achievement. The Director/Principal promotes continuous learning in the school and provides learning opportunities for faculty and staff to improve student learning.

STANDARD	ACTION	ASSESSMENT
<b>LEADERSHIP FOR LEARNING</b> – foster quality teaching and learning opportunities to support student learning and achievement.	Ensure students' educational needs are central to all decision making.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure faculty understand and apply the basic principles of learning to meet diverse student needs.	Developing–Proficient–Accomplished <u>Comments:</u>
	Set and maintain high and achievable expectations for student achievement.	Developing–Proficient–Accomplished <u>Comments:</u>
	Collaboratively look for opportunities to challenge and improve learning programs and processes.	Developing–Proficient–Accomplished <u>Comments:</u>
	Inspire and lead faculty in innovation and development of programs to support student learning.	Developing–Proficient–Accomplished <u>Comments:</u>
	Encourage and support positive parental involvement in their child's learning.	Developing–Proficient–Accomplished <u>Comments:</u>
<b>SUPERVISION OF LEARNING</b> – create systems and structures to effectively supervise learning and look for best practices.	Monitor classroom learning through visitations at regular intervals.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure there is a process in place to monitor teaching in the classroom that supports student achievement.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure the use of appropriate curriculum, learning resources, and instructional strategies.	Developing–Proficient–Accomplished <u>Comments:</u>
<b>CURRICULUM, INSTRUCTION AND ASSESSMENT</b> – Head Teacher, Director /Principal are knowledgeable and provide guidance regarding curriculum, instructional and assessment practices and their impact on student learning and achievement.	Ensure there is alignment among provincial and BAA curricula, instructional practices, student need and assessment.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure instruction and assessment practices meet the needs of all students.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure the use of a variety of appropriate assessment practices to evaluate student learning.	Developing–Proficient–Accomplished <u>Comments:</u>
	Incorporating current educational research into school teaching, learning and assessment practices.	Developing–Proficient–Accomplished <u>Comments:</u>

**ORGANIZATIONAL LEADERSHIP-** strengthening the school culture, collaborating and building partnerships with parents, Churches and community. Managerial oversight of policies, procedures, employees, finances and all other school resources. Promotion of the school into the community.

STANDARD	ACTION	ASSESSMENT
<u>LEARNING CULTURE AND CLIMATE</u> – focuses on Director/Principal's role in strengthening school culture and fostering a climate for learning.	Creates a safe, loving, orderly and healthy school environment for faculty and students.	Developing–Proficient–Accomplished <u>Comments:</u>
	Creates an inclusive culture where all faculty and children are treated equitably, with dignity and respect.	Developing–Proficient–Accomplished <u>Comments:</u>
	Models a climate of optimism, trust and faith in God, and risk-taking.	Developing–Proficient–Accomplished <u>Comments:</u>
<u>ORGANIZATIONAL EFFECTIVENESS AND STRATEGIC PLANNING</u>	Ensure that roles, duties and responsibilities are clearly defined for all faculty.	Developing–Proficient–Accomplished <u>Comments:</u>
	Ensure effective supervision of faculty and timely performance evaluations concluded.	Developing–Proficient–Accomplished <u>Comments:</u>
	Align financial, human and material resources with school vision, mission and goals and manages financial resources effectively.	Developing–Proficient–Accomplished <u>Comments:</u>
	Direct structures and processes to support school operations, facilities management and safety.	Developing–Proficient–Accomplished <u>Comments:</u>
	Fulfill and manage Ministry requirements and legal/contractual obligations.	Developing–Proficient–Accomplished <u>Comments:</u>
	Use technology to enhance school operations and student learning.	Developing–Proficient–Accomplished <u>Comments:</u>
<u>SCHOOL PROMOTION</u>	Leads activities to promote the school in local Churches and community.	Developing–Proficient–Accomplished <u>Comments:</u>
	Initiates and participates in fund-raising activities to help finance on-going school operations, missions, or special projects.	Developing–Proficient–Accomplished <u>Comments:</u>
	Oversight and recruitment of all new families according to policies.	Developing–Proficient–Accomplished <u>Comments:</u>

**RELATIONAL LEADERSHIP-** building strong interpersonal relationships and partnerships among all school stakeholders in order to nurture an atmosphere of trust and foster effective working relationships.

STANDARD	ACTION	ASSESSMENT
<u>INTERPERSONAL LEADERSHIP</u>	Maintains high visibility, accessibility, and openness with students, parents, volunteers, faculty and school board.	<i>Developing-Proficient-Accomplished</i> <u>Comments:</u>
	Models ethical practice and decision making.	<i>Developing-Proficient-Accomplished</i> <u>Comments:</u>
	Manages conflict appropriately.	<i>Developing-Proficient-Accomplished</i> <u>Comments:</u>
	Models a positive attitude, enthusiasm, and appropriate humour.	<i>Developing-Proficient-Accomplished</i> <u>Comments:</u>
<u>INTRAPERSONAL LEADERSHIP</u>	Manages time, priorities and workload.	<i>Developing-Proficient-Accomplished</i> <u>Comments:</u>

Date Reviewed: \_\_\_\_\_

Signature of Evaluator: \_\_\_\_\_

Signature of Director/Principal: \_\_\_\_\_

Director-Principal Evaluation Form/ Last Updated June 2014