

**Phil & Jennie Gaglardi Academy**  
**Head Teacher**  
**Job Evaluation**

**Reporting to:**

**Principal/Head Teacher:**

**School Year:**

**Rating Scale:**

Developing: did not meet standards for performance but demonstrated adequate growth toward meeting standards during the period of performance.

Proficient: demonstrated basic competence in standards of performance.

Accomplished: Exceeded basic competence and standards of performance.

Not Evident/Demonstrated: Was not applicable during this performance period.

<b>1. Instructional Leadership</b>	<b>D</b>	<b>P</b>	<b>A</b>	<b>NE</b>
A. Educational standards consistent with Ministry PLO's and school vision				
B. Course Outlines reviewed				
C. Required Teacher evaluations completed				
D. Teacher evaluations completed in a fair and equitable manner				
E. New educational programs evaluated				
F. Class observations completed				
Comments: Director: Peer Group: Students:				
<b>2. School Leadership</b>	<b>D</b>	<b>P</b>	<b>A</b>	<b>NE</b>
A. Professional rapport evident with Teaching staff & students.				
B. Demonstrates high moral standards and shared vision.				
C. Develops efficacy and empowerment among Teaching staff.				
D. Acknowledges failures and celebrates accomplishments.				
E. Develops and enforces expectations, structures, policies and procedures for Teaching staff and students.				
F. Serves as a role model for others to follow.				

Comments: Director:  Peer Group:  Students:				
<b>3. Personal Leadership and Development</b>	<b>D</b>	<b>P</b>	<b>A</b>	<b>NE</b>
A. Teachable and open to feedback				
B. Demonstrates sound judgement and wisdom in decision-making				
C. Encouraging and supportive attitude				
D. Seeks to continually learn and develop professionally.				
Comments: Director:  Peer Group:  Students:				