



Questions for NC School Executive Standards: Principal/Assistant Principal Evaluation

STANDARD I: Strategic Leadership

ELEMENT IA. School Vision, Mission and Strategic Goals:

What is your school's vision?

- How did you use the school vision, mission, values, beliefs and goals to inform decisions of your school? How did you support your staff to do the same?
- How do you ensure a focus on the vision and strategic goals throughout the school year?
- What data do you use to inform change to your school vision and goals?

ELEMENT IB. Leading Change:

- How are you a change agent for your school?
- What successful change have you implemented this school year? How do you know it was successful?

ELEMENT IC. School Improvement Plan:

- What is the relationship between your SIP and your school's vision, mission and strategic goals?
- How do you ensure your School Improvement Team (SIT) operates successfully?
- Tell me about a school improvement project that had successful results for your school.

ELEMENT ID. Distributive Leadership:

- How do you build leadership capacity within your school?
- How do you ensure that you are hearing the voices of all stakeholders?

STANDARD II: Instructional Leadership

ELEMENT IIA. Focus on Learning and Teaching, Curriculum, Instruction and Assessment:

- Tell me about a conversation you had recently that focused on the alignment of learning, teaching, curriculum, instruction or assessment.
- How do you empower teachers with information?
- How do you challenge teachers to reflect on their practices to ensure complete education development of students?

ELEMENT IIB. Focus on Instructional Time:

- Explain how your master schedule is supporting teacher collaboration?
- How does the master schedule promote student success for all students?
- How do you prepare when providing feedback to teachers?
- Share with me an example when you successfully provided feedback to a teacher resulting in improved effectiveness in the classroom.

STANDARD III: Cultural Leadership

ELEMENT IIIA. Focus on Collaborative Work Environment:

- How do you promote teacher collaboration? How do teachers share instructional resources?
- What changes have you made to address a concern communicated by the TWC survey?

ELEMENT IIIB. School Culture and Identity:

- What tradition, symbol or value contributes to your school culture?
- How does your leadership visibly support the positive, culturally responsive traditions of the school community?

ELEMENT IIIC. Acknowledges Failures; Celebrates Accomplishments and Rewards:

- How do you systematically and fairly acknowledge failures and celebrate accomplishments of your school and staff?
- What data do you use to periodically recognize goal progress?

ELEMENT IIID. Efficacy and Empowerment:

- What communications do you have in place for all stakeholders including students, staff and community, to recommend innovative 21st concepts for improvement?
- How do you support efficacy and empowerment among staff?

STANDARD IV: Human Resource Leadership

ELEMENT IVA. Professional Development/Learning Communities:

- Tell me about your PLCs and the types of data they use to drive their meetings?
- What are some outcomes you experienced this year by attending PD with your staff?
- What are some creative ways you have ensured professional development for your teachers, aside from traditional workshops and trainings?

ELEMENT IVB. Recruiting, Hiring, Placing and Mentoring of staff:

- What data do you use to determine the best placement of teachers?
- How do you support new teachers in your building?

ELEMENT IVC. Teacher and Staff Evaluation:

- What best practices do you use to ensure accurate and reliable evaluations?
- What artifacts, in addition to the observation data, do you use to evaluate teachers?

STANDARD V: Managerial Leadership

ELEMENT VA. School Resources and Budget:

- What transparency systems do you have in place to manage human and financial resources.
- How do you determine the success of your funding decisions?

ELEMENT VB. Conflict Management and Resolution:

- How do you problem-solve as a school?
- How do you solicit feedback from staff regarding discordant issues?

ELEMENT VC. Systematic Communication:

- What procedures do you have in place to ensure clear and timely communication.
- How is your School Improvement Team involved in your school wide communication processes? Who posts or shares the minutes from the SIT meetings?

ELEMENT VD. School Expectations for Students and Staff:

- How do you know students and staff understand your expectations?
- Tell me about an expectation, rule or procedure that you have changed? How did you know there was a need for change? Did you utilize student and/or staff input when making the change?

STANDARD VI: External Development Leadership

ELEMENT VIA. Parent and Community Involvement and Outreach:

- What is the community's vision of your school?
- How do you empower all stakeholders in decisions?
- What fiscal, intellectual and human resources from the community are you using to support 21st century learning?
- How would you describe your relationship with your teachers and staff?

ELEMENT VIB. Federal, State and District Mandates:

- What protocols and processes have you designed that ensures compliance with state and district mandates?
- How are you involved in district initiatives?

STANDARD VII: Micro-political Leadership

School Executive Micro-political Leadership:

- How do you make yourself accessible to teachers and staff?
- Think about your daily schedule, when are you most visible?
- How do you know your staff's professional needs, issues and interests?
- How do you engage with informal groups within your school?

