



## 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?

