



AWSP Leadership Framework: Assistant Principal Professional Growth Feedback Tool from Staff

In an effort to constantly challenge myself to improve and grow as a professional, I would appreciate your feedback and insight into my performance as your assistant principal. The below eight areas represent the criteria used in my evaluation. Please provide a rating and any feedback in the space provided.

Criterion 1: Creating a Culture	Staff Rating	What do I do well? How can I improve our culture?
Influence, establish and sustain a school culture conducive to continuous improvement for students and staff.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
1.1 Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching		
1.2 Engages in essential conversations for ongoing improvement of the school		
1.3 Facilitates collaborative processes leading toward continuous improvement of teaching and learning		
1.4 Promotes and distributes leadership		
1.5 Creates and sustains a school culture that values and responds to the characteristics and needs of each learner		

Criterion 2: Ensuring School Safety	Staff Rating	What do I do well? How can I improve in the area of school safety?
Lead the development and annual update of a comprehensive safe school that plans for physical, social emotional, intellectual and identity safety.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
2.1 Provides for physical safety		
2.2 Provides for social, emotional and intellectual safety		
2.3 Creates and protects identity safety		



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Criterion 3: Planning with Data	Staff Rating	What do I do well? How can I improve the use of a data to drive our work?
Lead the development, implementation and evaluation of the data-driven plan for improvement of student achievement.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
3.1 Recognizes and seeks out multiple data sources		
3.2 Analyzes and interprets multiple data sources to inform school-level improvement efforts		
3.3 Creates data-driven plans for improved teaching and learning		
3.4 Implements data-informed improvement plans		
3.5 Provides evidence of student growth that results from the school improvement planning process*		

Criterion 4: Aligning Curriculum	Staff Rating	What do I do well? How can I improve in leading instructional change in our building?
Assists instructional staff in aligning curriculum, instruction, and assessment with state and local learning goals.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
4.1 Assists staff in aligning curriculum to state and local district learning goals		
4.2 Assists staff in aligning instructional practices to state standards and district learning goals		
4.3 Assists staff in aligning assessment practices to state standards and district learning goals		



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Criterion 5: Improving Instruction	Staff Rating	What do I do well? How can I improve in moving us forward in the area of instruction?
Monitor, assist and evaluate staff utilizing an instructional framework regarding the implementation of the school improvement plan, effective instruction and assessment practices.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
5.1 Uses adopted instructional framework to monitor and support effective instruction and assessment practices		
5.2 Uses adopted instructional framework to evaluate instruction and assessment		
5.3 Assists staff in developing required student growth plans and identifying valid, reliable sources of evidence of effectiveness		
5.4 Provides evidence of student growth of selected teachers*		

Criterion 6: Managing Resources	Staff Rating	What do I do well? How can I improve in managing our resources?
Manage self, staff, and fiscal resources that align and support student achievement.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
6.1 Managing self		
6.2 Recruiting and hiring		
6.3 Assigning staff		
6.4 Managing fiscal resources		



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Criterion 7: Engaging Communities	Staff Rating	What do I do well? How can I increase the engagement of our community?
Communicate and partner with school community members, particularly those that have been underserved, to promote student learning.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
7.1 Partners with families to promote student learning		
7.2 Incorporates strategies that engage all families, particularly those that historically have been underserved		
7.3 Engages with communities to promote learning		

Criterion 8: Closing the Gap	Staff Rating	What do I do well? How can I improve our collective effort to close achievement gaps?
Demonstrate a commitment to closing the opportunity and achievement gap.	1. Unsatisfactory 2. Basic 3. Proficient 4. Distinguished	
8.1 Assesses data and identifies barriers		
8.2 Creates plans to dismantle barriers and increase achievements		
8.3 Implements and monitors plans to shrink achievement gaps		
8.4 Provides evidence of growth in student learning*		