**DIOCESAN FEEDBACK FORM FOR BOARD MEMBERS/ADVISORY GROUP MEMBERS**

**Rating Scale: 4 = Exemplary 3 = Proficient 2 = Satisfactory 1 = Improvement Needed**

**Using the rating scale above, provide a numerical rating for the principal in each of the six leadership areas.**

**Before providing a rating, carefully consider the bulleted items in each area.**

**You are encouraged to include comments in each leadership area.**

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| **SPIRITUAL LEADERSHIP** **A Catholic school principal leads and engages the entire school**  **community in actively infusing Catholic identity into the school’s**  **culture, environment, curriculum, program and policies.** * Supports the teachings, values, and traditions of the Catholic Church and the charism of the school
* Models Catholic identity through behavior and all communications
 | **NUMERICAL RATING: \_\_\_\_\_\_****COMMENTS:** |
| **MISSION LEADERSHIP** **A Catholic school principal engages all members of the school**  **community in articulating and living the school’s mission.*** Ensures the school’s mission reflects the school’s Catholic identity, charism, and traditions
* Communicates, models, and proclaims the school’s mission both internally and to the broader community
 | **NUMERICAL RATING: \_\_\_\_\_****COMMENTS:** |
| **PASTORAL/INTERPERSONAL LEADERSHIP** **A Catholic school principal strives to create a culture of**  **collaboration and trust and an atmosphere of openness and**  **availability to all in the diocesan, parish (if applicable), and**  **school communities.*** Communicates consistently and effectively with the pastor and/or Board (if applicable)
* Models and fosters mutually respectful relationships based on mission and driven by Gospel values with all members of the school and parish (if applicable) community
* Solicits appropriate input to promote effective decision-making and communication
* Demonstrates enthusiasm for education, school pride, a visible presence, and active engagement and positively influences relationships between the school and its communities
* Communicates regularly and respectfully with all stakeholders in a manner consistent with Catholic values
 | **NUMERICAL RATING: \_\_\_\_\_\_****COMMENTS:** |
| **EDUCATIONAL LEADERSHIP** **A Catholic school principal inspires and leads the school**  **community toward educational excellence.*** Articulates and promotes high expectations, opportunities, and structure to continually develop more effective teaching to improve student performance
* Demonstrates a clear understanding of the school’s curriculum and oversees the scope, sequence, and pacing of the educational program
* Serves as an advocate for the welfare of all members of the learning community and considers diversity in developing learning experiences
* Articulates knowledge of current professional and instructional developments in education
* Initiates change based on collaboration and input from stakeholders
 | **NUMERICAL RATING: \_\_\_\_\_\_****COMMENTS:** |
| **OPERATIONAL AND VISIONARY LEADERSHIP** **A Catholic school principal demonstrates effective stewardship**  **of** **school resources in daily operations while undertaking** **comprehensive planning for the future.*** Develops and monitors a realistic and fiscally responsible budget
* Articulates the school’s vision and goals to all school constituencies
* Takes an active role in marketing and student recruitment and retention
* Seeks outside revenue sources and public funding for the school
* Works collaboratively to establish short- and long-range goals which includes realistic budgeting, marketing, enrollment management, development, and preventative maintenance
* Monitors, evaluates, and revises short- and long-range goals annually to fulfill the school’s mission, actualize its vision, and position the school for the future
 | **NUMERICAL RATING: \_\_\_\_\_\_****COMMENTS:** |
| **PROFESSIONAL LEADERSHIP** **A Catholic school principal creates a culture of respect and sets the**  **tone for professionalism; this professionalism is rooted in the**  **school’s mission statement, Catholic teachings, and Gospel values.*** Demonstrates a code of ethics aligned with Catholic values
* Exhibits competence in planning, organization, follow-through, time management, and meeting deadlines
* Models a professional appearance and demeanor
 | **NUMERICAL RATING: \_\_\_\_\_\_****COMMENTS:** |