**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:** |