**DIOCESAN FEEDBACK FORM FOR FACULTY/STAFF MEMBERS**

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

**Using the rating scale above, place an X under the appropriate numerical rating for the principal.**

**You are encouraged to include comments for each leadership standard area.**

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| **SPIRITUAL LEADERSHIP**  **A Catholic school principal engages all members of the school community in**  **Articulating and living the school’s mission** | **4** | **3** | **2** | **1** |
| Fosters an environment in which the Catholic identity of the school is lived and visible |  |  |  |  |
| Models Catholic identity through behavior and all communications |  |  |  |  |
| Promotes and develops a vibrant and active community of faith through daily prayer, meaningful liturgical celebrations, seasonal devotions, and service experiences |  |  |  |  |
| Ensures a rigorous Catholic religious studies program and integration of Catholic teachings and Scripture throughout the curriculum |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S SPIRITUAL LEADERSHIP:** | | | | |

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| **MISSION LEADERSHIP**  **A Catholic school principal engages all members of the school community in**  **articulating and living the school’s mission** | **4** | **3** | **2** | **1** |
| Ensures the school’s mission reflects the school’s Catholic identity, charism, and traditions |  |  |  |  |
| Demonstrates that all school planning and decisions flow from the mission statement |  |  |  |  |
| Communicates, models, and proclaims the school’s mission both internally and to the broader community |  |  |  |  |
| Promotes the mission statement by prominent display throughout the school and in a visible area of all classrooms |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S MISSION LEADERSHIP:** | | | | |

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| **PASTORAL/INTERPERSONAL LEADERSHIP**  **A Catholic school principal strives to create and maintain a culture of collaboration**  **and trust and an atmosphere of openness and availability to all in the diocesan,**  **parish (if applicable), and school communities.** | **4** | **3** | **2** | **1** |
| 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 |  |  |  |  |
| Provides a nurturing, affirming, formational environment for the students, demonstrates a genuine interest in the students, and is responsive to student needs |  |  |  |  |
| Creates an atmosphere of hospitality, openness, and availability with teachers, students, and families |  |  |  |  |
| Provides feedback to faculty/staff that affirms and promotes personal and professional growth and development |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S PASTORAL/INTERPERSONAL LEADERSHIP:** | | | | |

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| **EDUCATIONAL LEADERSHIP**  **A Catholic school principal inspires and leads the school community**  **toward educational excellence.** | **4** | **3** | **2** | **I** |
| 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 |  |  |  |  |
| Collects, analyzes, and uses varied academic data to make appropriate educational decisions that improve classroom instruction, bolster student achievement, and improve overall school effectiveness |  |  |  |  |
| Serves as an advocate for the welfare of all members of the learning community and considers diversity in developing learning experiences |  |  |  |  |
| Evaluates and provides instructional materials and resources |  |  |  |  |
| Articulates knowledge of current professional and instructional developments in education |  |  |  |  |
| Promotes the use of the most effective and appropriate technologies to support teaching and learning |  |  |  |  |
| Reviews and evaluates teacher lesson plans and assessments regularly and guides teachers in enhancing current curriculum, instructional practices, and assessment methods |  |  |  |  |
| Adheres to the formative, ongoing, and collaborative process of teacher observation with the goal of improving the quality of teaching and learning |  |  |  |  |
| Uses classroom observations to establish goals for school-wide and individual professional growth |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S EDUCATIONAL LEADERSHIP:** | | | | |

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| **OPERATIONAL AND VISIONARY LEADERSHIP**  **A Catholic school principal demonstrates effective stewardship of school resources**  **in daily operations while undertaking comprehensive planning for the future.** | **4** | **3** | **2** | **1** |
| Develops and maintains:   * + Quality instructional programming resources |  | | | |
|  |  |  |  |
| * + A clean, attractive, well-maintained, safe, and secure facility |  |  |  |  |
| * + An infrastructure to support educational practices |  |  |  |  |
| * + Technology to meet administrative and educational needs |  |  |  |  |
| Articulates the school’s vision and goals to all school constituencies |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S OPERATIONAL AND VISIONARY LEADERSHIP:** | | | | |

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| **PROFESSIONAL LEADERSHIP**  **A Catholic school principal creates a culture of respect and set the tone for**  **professionalism; this professionalism is rooted in the school's mission**  **statement, Catholic teachings, and Gospel values.** | **4** | **3** | **2** | **1** |
| Applies policies/procedures in a fair and equitable manner |  |  |  |  |
| Models a professional appearance and demeanor |  |  |  |  |
| Establishes and works to accomplish goals for school and professional growth |  |  |  |  |
| Celebrates accomplishments of staff and students |  |  |  |  |
| **COMMENTS ABOUT THE PRINCIPAL’S PROFESSIONAL LEADERSHIP:** | | | | |