**DIOCESAN FEEDBACK FORM FOR PASTOR**

**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. One rating per leadership area is all that is required, but you are invited to rate each indicator. You are encouraged to include comments for 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.**  Before providing a rating for the spiritual leadership of the principal, consider each of the following indicators. The principal:    \_\_\_ Supports the teachings, values, and traditions of the Catholic Church and the charism of the school  \_\_\_ 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 | **NUMERICAL RATING: \_\_\_\_\_\_**  **COMMENTS:** |

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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.**  Before providing a rating for the mission leadership of the principal, consider each of the following indicators. The principal:  \_\_\_ 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 | **NUMERICAL RATING: \_\_\_\_\_**  **COMMENTS:** |

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| **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.**  Before providing a rating for the pastoral/interpersonal leadership of the principal, consider each of the following indicators. The principal:  \_\_\_ 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:** |

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| **EDUCATIONAL LEADERSHIP**  **A Catholic school principal inspires and leads the school community**  **toward educational excellence.**  Before providing a rating for the educational leadership of the principal, consider each of the following indicators. The principal:  \_\_\_ 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  \_\_\_ Initiates change based on collaboration and input from stakeholders  \_\_\_ Promotes the use of the most effective and appropriate technologies to support teaching and learning | **NUMERICAL RATING: \_\_\_\_\_\_**  **COMMENTS:** |

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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.**    Before providing a rating for the operational and visionary leadership of the principal, consider each of the following indicators. The principal:  \_\_\_ Operates in accordance with published diocesan policies and local practices  \_\_\_ Develops and monitors a realistic and fiscally responsible budget  \_\_\_ Recruits, selects, orients, and retains staff to support quality instruction and Catholic identity  \_\_\_ Articulates the school’s vision and goals to all school constituencies  \_\_\_ 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:** |

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| **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.**  Before providing a rating for the professional leadership of the principal, consider each of the following indicators. The principal:  \_\_\_ 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:** |