**PROFESSIONAL STANDARDS/INDICATORS FOR CATHOLIC SCHOOL PRINCIPALS**

***Each school’s needs are unique and various local expectations may also apply.***

**STANDARD 1 Fosters Catholic Identity, Mission, and Vision within the Community**

An effective principal in a Catholic school in the Diocese of Wilmington:

* Models the teachings, values, and traditions of the Catholic Church and the charism of the school.
* Fosters a vibrant and active community of faith in which the Catholic identity of the school is lived and visible through daily prayer, meaningful liturgical celebrations, seasonal devotions, and service experiences.
* Engages in and provides opportunities for on-going spiritual formation that meets the requirements for catechetical certification.
* Ensures that the school’s mission reflects the school’s Catholic identity and informs school planning.
* Ensures that the Catholic religious studies program integrates Catholic teachings and Scripture throughout the curriculum and is in conformity with the United States Conference of Catholic Bishops (USCCB).
* 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.
* Shares a mission-driven vision with the school community and articulates the steps needed to realize the vision.

**STANDARD 2 Fosters Academic Growth**

An effective principal in a Catholic school in the Diocese of Wilmington:

**2a. Student Growth**

* Collects, analyzes, and utilizes ongoing academic data and resources to make educational decisions and support student progress throughout the year.
* Collaborates with teachers, as needed, to establish growth targets and approves all student growth targets.
* Aligns resources to promote the spiritual, social, and emotional growth, and physical well-being of all students in order to enhance academic growth.

**2b. Educator Growth**

* Demonstrates an understanding of the school’s curriculum and progression of essential skills.
* Promotes instructional best practices and initiates growth and change needed to meet diverse learning needs and improve student performance.
* Analyzes and uses multiple data sources to support school-wide instruction for student success.
* Models and shares knowledge and skills attained through individual professional development
* Ensures that educators, collectively and individually, are engaged in on-going needs-based professional development.
* Provides feedback to faculty/staff that promotes and affirms professional growth and development.
* Provides, in keeping with the established teacher evaluation system, each educator with a summative evaluation reflecting the *Professional Standards for Catholic School Educators.*

**STANDARD 3 Fosters Pastoral and Professional Relationships**

An effective principal in a Catholic school in the Diocese of Wilmington:

* Communicates effectively with administrative leadership and partners with the Catholic Schools Office regarding all pertinent school matters.
* Creates an atmosphere of hospitality, openness, and availability with teachers, students, and families.
* Provides an environment in which students are formed in the faith.
* Demonstrates active engagement through regular communications and a visible presence with all stakeholders.
* Collaborates with appropriate stakeholders for the purpose of decision making.
* Cultivates leadership among faculty, staff, and students.
* Demonstrates professionalism through attire and demeanor.

**STANDARD 4 Fosters Effective Operations**

An effective principal in a Catholic school in the Diocese of Wilmington:

* Operates in accordance with published diocesan and local policies and practices.
* Applies policies/procedures in a consistent manner.
* Selects and supports faculty/staff to enhance the school and its programs.
* Exhibits competence in planning, organization, follow-through, time management, and meeting deadlines.
* Provides input regarding and/or oversees:
  + Short and long-range goals to fulfill the school’s mission and actualize its vision.
  + Quality instructional resources.
  + Technology to meet administrative and educational needs.
  + Marketing and institutional advancement.
  + Enrollment management.
  + A realistic and fiscally responsible budget.
  + A clean, well-maintained, safe, and secure facility.

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