**AWSP Leadership Framework:**

**Assistant Principal Professional Growth Feedback Tool from Staff**

In an effort to constantly challenge myself to improve and grow as a professional, I would appreciate your feedback and insight into my performance as your assistant principal. The below eight areas represent the criteria used in my evaluation. Please provide a rating and any feedback in the space provided.

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| **Criterion 1: Creating a Culture** | **Staff Rating** | **What do I do well?**  **How can I improve our culture?** |
| **Influence, establish and sustain a school culture conducive to continuous improvement for students and staff.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 1.1 Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching | |
| 1.2 Engages in essential conversations for ongoing improvement of the school | |
| 1.3 Facilitates collaborative processes leading toward continuous improvement of teaching and learning | |
| 1.4 Promotes and distributes leadership | |
| 1.5 Creates and sustains a school culture that values and responds to the characteristics and needs of each learner | |  |

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| **Criterion 2: Ensuring School Safety** | **Staff Rating** | **What do I do well? How can I improve in the area of school safety?** |
| **Lead the development and annual update of a comprehensive safe school that plans for physical, social emotional, intellectual and identity safety.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 2.1 Provides for physical safety | |
| 2.2 Provides for social, emotional and intellectual safety | |
| 2.3 Creates and protects identity safety | |  |

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| **Criterion 3: Planning with Data** | **Staff Rating** | **What do I do well? How can I improve the use of a data to drive our work?** |
| **Lead the development, implementation and evaluation of the data-driven plan for improvement of student achievement.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 3.1 Recognizes and seeks out multiple data sources | |
| 3.2 Analyzes and interprets multiple data sources to inform school-level improvement efforts | |
| 3.3 Creates data-driven plans for improved teaching and learning | |
| 3.4 Implements data-informed improvement plans | |
| 3.5 Provides evidence of student growth that results from the school improvement planning process\* | |

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| **Criterion 4: Aligning Curriculum** | **Staff Rating** | **What do I do well? How can I improve in leading instructional change in our building?** |
| **Assists instructional staff in aligning curriculum, instruction, and assessment with state and local learning goals.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 4.1 Assists staff in aligning curriculum to state and local district learning goals | |
| 4.2 Assists staff in aligning instructional practices to state standards and district learning goals | |
| 4.3 Assists staff in aligning assessment practices to state standards and district learning goals | |

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| **Criterion 5: Improving Instruction** | **Staff Rating** | **What do I do well? How can I improve in moving us forward in the area of instruction?** |
| **Monitor, assist and evaluate staff utilizing an instructional framework regarding the implementation of the school improvement plan, effective instruction and assessment practices.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 5.1 Uses adopted instructional framework to monitor and support effective instruction and assessment practices | |
| 5.2 Uses adopted instructional framework to evaluate instruction and assessment | |
| 5.3 Assists staff in developing required student growth plans and identifying valid, reliable sources of evidence of effectiveness | |
| 5.4 Provides evidence of student growth of selected teachers\* | |

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| **Criterion 6: Managing Resources** | **Staff Rating** | **What do I do well? How can I improve in managing our resources?** |
| **Manage self, staff, and fiscal resources that align and support student achievement.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 6.1 Managing self | |
| 6.2 Recruiting and hiring | |
| 6.3 Assigning staff | |
| 6.4 Managing fiscal resources | |

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| **Criterion 7: Engaging Communities** | **Staff Rating** | **What do I do well? How can I increase the engagement of our community?** |
| **Communicate and partner with school community members, particularly those that have been underserved, to promote student learning.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 7.1 Partners with families to promote student learning | |
| 7.2 Incorporates strategies that engage all families, particularly those that historically have been underserved | |
| 7.3 Engages with communities to promote learning | |  |

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| **Criterion 8: Closing the Gap** | **Staff Rating** | **What do I do well? How can I improve our collective effort to close achievement gaps?** |
| **Demonstrate a commitment to closing the opportunity and achievement gap.** | 1. Unsatisfactory  2. Basic  3. Proficient  4. Distinguished |  |
| 8.1 Assesses data and identifies barriers | |
| 8.2 Creates plans to dismantle barriers and increase achievements | |
| 8.3 Implements and monitors plans to shrink achievement gaps | |
| 8.4 Provides evidence of growth in student learning\* | |  |