

As you complete the survey, consider each item and think about how your principal or assistant principal fosters the success of all students, supports and appraises all personnel, manages the school's organization and operations, communicates effectively, embodies learning as an ethic, and maintains high expectations for all. Please use the ACPS Administrator Performance Appraisal (APA) Rubric at the link below to discern among the levels of performance on the survey. We have also provided a link to the entire APA for your review.

2. Select the best response

	Unacceptable	Needs Improvement	Applies	Integrates	Innovates
(a) Leads the collaborative development and sustainment of a compelling shared vision for educational improvement and works collaboratively with staff, students, parents, and other stakeholders to develop a mission and programs consistent with the Division's strategic plan (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(b) Provides adequate time and resources for professional development and supports that development by participating alongside teachers when instructional strategies are being taught for future implementation (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(c) Collaboratively plans, implements, supports, monitors, and evaluates instructional programs, targeting student needs and related to the effective delivery of the required curriculum, to enhance teaching and student academic progress (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(d) Models and inspires trust, morale, and a risk-tolerant environment by sharing information and power and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

utilizing shared decision-making and collaboration (Select one option)					
(e) Develops and/or implements best practices in school wide behavior management that are effective within the school community and communicates behavior management expectations to students, teachers, and parents (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(f) Actively participates in human resources management: selecting and assigning highly effective staff, supporting in the induction and mentoring processes, evaluating the staff according to state requirements, and recognizing the achievements of staff members (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(g) Provides timely formal and informal feedback on strengths and weaknesses, using multiple sources, to improve job performance (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(h) Builds on the strengths of teachers and staff members, providing them with professional development opportunities to grow professionally and gain self-confidence in their skills (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(i) Establishes and enforces rules and policies to ensure safe, secure, efficient, and orderly facility and grounds, with an emphasis on arrival, dismissal, and transition times (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(j) Implements strategies for the inclusion of staff and stakeholders in various planning processes (buses, schedules, building services, etc.), shares in management decisions, and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

delegates duties as applicable, resulting in a smoothly operating workplace (Select one option)					
(k) Communicates and disseminates information, long- and short-term goals, and the school improvement plan to staff, parents, and other stakeholders in a timely manner through multiple channels and sources (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(l) Maintains visibility and accessibility to students, parents, staff, and other stakeholders (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(m) Provides a variety of opportunities for parent and family involvement in building school community and participating in school activities (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(n) Models respect and professionalism, through appearance and demeanor, to create a culture based on those attributes (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(o) Shares current research related to educational issues, trends, and practice, as well as demonstrates a high level of technical and professional knowledge (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(p) Collaboratively develops, implements, and monitors the school improvement that plan, including specific evidence of student learning and measurable benchmarks, that results in increased student academic progress (Select one option)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(q) Demonstrates responsibility for school academic achievement by ensuring teachers' student achievement goals are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

aligned with building-level goals and utilizing faculty meetings, team/department meetings, and professional development activities to focus on student progress outcomes (Select one option)

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3. Comments about the administrator being appraised:
