



## Performance Summary Form Talent Development Administrative Performance Plan

Name: Andrew Godfrey, Ed.D.

Title: Assistant Superintendent

| Domains                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Distinguished | Productive/<br>Effective | Needs Improvement/<br>Progressing | Unsatisfactory |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------------|-----------------------------------|----------------|
| <b>1.Strategic/Cultural Leadership</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |               |                          |                                   |                |
| <ul style="list-style-type: none"> <li>• Creates an organizational vision</li> <li>• Uses data for informed decision making</li> <li>• Ensures school and department safety</li> <li>• Builds a collaborative work environment</li> <li>• Supports professional growth</li> <li>• Promotes empowerment</li> <li>• Maintains high expectations for staff development</li> </ul>                                                                                                                                                                 |               |                          |                                   |                |
| <b>2. Systems Leadership</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |                          |                                   |                |
| <ul style="list-style-type: none"> <li>• Leads school/department improvement initiatives</li> <li>• Communicates effectively and strategically</li> <li>• Leverages school/department resources</li> <li>• Establishes and implements expectations for students</li> <li>• Manages conflict constructively</li> <li>• Complies with Federal, State and District mandates</li> <li>• Sets organization/planning initiatives</li> </ul>                                                                                                          |               |                          |                                   |                |
| <b>3.Leadership for Learning</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |               |                          |                                   |                |
| <ul style="list-style-type: none"> <li>• Maximizes instructional and training time within the school/department</li> <li>• Implements high quality instruction and training within the school/department</li> <li>• Sets high expectations for all students and staff</li> <li>• Demonstrates support for learning by maintaining a safe and affirming climate and promoting sound operational practices for the purpose of increased student achievement/school/department improvement</li> </ul>                                             |               |                          |                                   |                |
| <b>4. School/Community Leadership</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |               |                          |                                   |                |
| <ul style="list-style-type: none"> <li>• Maximizes parent and community involvement and outreach</li> <li>• Engages internal and external constituents</li> <li>• Demonstrates and shows professionalism</li> <li>• Maintains positive professional relationships</li> <li>• Promotes a just, fair and caring school/department environment</li> <li>• Is proactive with communications/collaboration by keeping colleagues informed and involved and working constructively and respectfully toward the mission and District goals</li> </ul> |               |                          |                                   |                |