**SCHOOL LEADERSHIP EVALUATION INSTRUMENT\***

*\*Adapted from Charter Board Partners (charterboards.org) – Head of School Evaluation Toolkit Ed. Fuel (edfuel.org)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Head of School Name |  | | | | |
| Board of Directors (list members) |  | | | | |
| Review Period |  | | | | |
| Date of Review |  | | | | |
| Reviewed by | Self □ Board of Directors □ | | | | |
| **Section I. Achieving Goals**  ***Directions:*** *Identify your overall goals and corresponding results.* | | | | | |
| **GOALS** | | | | **RESULTS** | **Rating**  **E-M-P-D** |
| *Example:* | | | |  |  |
|  | | | |  |  |
|  | | | |  |  |
| **KEY** | | | | | |
| **DOMAIN**   1. Student Performance/Academics 2. School Climate/Culture 3. Human Resources/Personnel 4. Financial/Organizational 5. Communication/Community Relations 6. Professionalism | | | **RATING:**  **E:** Exceeds expectations/Highly effective  **M**: Meets expectations/Effective  **P**: Partially meets expectations/Developing  **D**: Does not meet expectations/Ineffective | | |
| **Section II. Demonstrating Competencies**  ***Directions:*** *Reflect on your demonstration of the organizational core values and the competencies required in your role.* | | | | | |
| **Core Competencies and Descriptions** | | **To what degree did you/this person demonstrate proficiency in the core competencies?** | | | |
| <INSERT COMPETENCY> | |  | | | |
| <INSERT COMPETENCY> | |  | | | |
| <INSERT COMPETENCY> | |  | | | |
| <INSERT COMPETENCY> | |  | | | |
| **Section III. Summary Assessment, Next Steps, and Professional Development**  ***Directions:*** *Please complete the prompts below.* | | | | | |
| Overall performance rating:  □ Exceeds Expectations □ Meets Expectations  □ Partially Meets Expectations □ Does Not Meet Expectations | | | | | |
| **Qualitative Comments:**  How are you/the Head of School performing overall?  What are the 1-3 most notable areas of strength?  What are the 1-3 areas for growth or improvement?  What are the next steps for growth or improvement in terms of your/the Head of School’s professional development?  What do you see as your/the Head of School’s future in the organization? Where do you see yourself/the Head of School in the next 3-5 years (inside or outside of the organization)? | | | | | |
| **Section IV. Board of Directors Feedback**  ***Directions:*** *Head of Schools: please share feedback for the Board of Directors on their work with you this year.* | | | | | |
| What is the Board of Directors doing well in their support of your work?  How could the Board of Directors support your work more effectively?  To what extent has the Board of Directors tailored their management approach to your leadership philosophy and background? How could the Board of Directors improve in this area to better personalize their approach to developing you as a leader? | | | | | |