**Principal & Group 1 District Certified Staff Self-Reflection**

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| **Name** |  |
| **□Principal □Assistant Principal □Curriculum Specialist** **□Reading Recovery Teacher Leader □ Gifted & Talented Resource Teacher** |
| **Supervisor** |  |
| **School (if applicable)** |  |

**Reflection on the Principal & District Certified Staff Standards**

*Reflect on the effectiveness and adequacy of your practice in each of the performance standards. Provide a rating (I = Ineffective; D = Developing; A = Accomplished; E=Exemplary) on each performance standard and list your strengths and areas for growth. A complete listing of performance standards and indicators can be found in appendix F.*

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| **Standard** | **Self-Assessment** | **Strengths and areas for growth** |
| **1. Mission, Vision, and Core Values (MEASURE 1)** *Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.* | I | D | A | E |  |
| **2: Ethics and Professional Norms (MEASURE 4)***Effective educational leaders act ethically and according to professional norms to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **3: Equity and Cultural Responsiveness (MEASURE 2)** *Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **4: Curriculum, Instruction, and Assessment** **(MEASURE 3)** *Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **5: Community of Care and Support for Students (MEASURE 3)** *Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.* | I | D | A | E |  |
| **6: Professional Capacity of School Personnel (MEASURE 3)** *Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **7: Professional Community for Teachers and Staff (MEASURE 2)** *Effective educational leaders foster a professional community of teachers and other professional staff to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **8: Meaningful Engagement of Families and Community (MEASURE 4)** *Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **9: Operations and Management (MEASURE 1)** *Effective educational leaders manage school operations and resources to promote each student’s academic success and well-being.* | I | D | A | E |  |
| **10: School Improvement (MEASURE 1)***Effective educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being.* | I | D | A | E |  |

Examine additional relevant data sources to make an informed decision on growth needs. Select an area of growth from the above self-reflection to focus your professional growth goals.

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| **Evaluatee’s Signature:** | **Date:** |
| **Supervisor’s Signature:** | **Date:** |

**On-Going Reflection**

*For the mid-year review and end-of year, make note of any changes in your self-reflection throughout the year.*

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| **Standard** | **Self-Assessment** | **On-Going Reflection Notes** |
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| **Evaluatee’s Signature:** | **Date:** |
| **Supervisor’s Signature:** | **Date:** |