## Principal Evaluation Working Group—December 12

## Chapter 11: What does it say about competencies?

Group must consider how principals develop & maintain:

- 1. High standards for student performance;
- 2. Rigorous curriculum;
- 3. Quality instruction;
- 4. A culture of learning and professional behavior;
- 5. Connections to external communities;
- 6. Systemic performance accountability; and
- 7. Leadership behaviors that create effective schools and improve school performance, including how to plan for, implement, support, advocate for, communicate about, and monitor continuous and improved learning.

## **DRAFT- MDE Model: Core Competencies- DRAFT**

Competency #1: Quality Instruction for Student Academic Growth

Instructional Leadership and Student Growth (35%)

Suggested <u>Provides Instructional Leadership for High Student Academic Performance</u>

**Competency #2:** Human Resource Leadership for Professional Growth & Evaluation

Managerial Leadership/School and Resource Management

Suggested Manages Human Resources for Quality Instruction and Professional Growth

**Competency #3:** Creating a Culture of High Expectations

Cultural Leadership

Suggested <u>Creates a Climate of High Expectations and Cultural Understandings</u>

**Competency #4:** Building Ethical Collaborative Relationships

Ethical & Professional Leadership

Suggested <u>Builds Professional, Collaborative & Ethical Relationships</u>

**Competency #5:** Vision and Mission Focused on Shared Goals

School and Community Leadership

Suggested <u>Establishes a Vision and Mission Focused on Shared Goals within the School</u>

and Community

**Competency #6:** Systemic Performance Accountability

Strategic Leadership

Suggested Strategically Manages Resources for Systemic Performance Accountability

Competency #7: Communications

School and Community Leadership

Suggested <u>Communicates Effectively within the School and Community</u>