

Best Practice Framework New York

National Center for Educational Accountability

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<http://www.just4kids.org>

Theme: Staff Selection, Leadership, & Capacity Building
Level: District

Practice: Provide strong leaders, highly qualified teachers, and aligned professional development

Administrative evaluation of principals and vice principals is based on leadership qualities that are collaborative, community based, and focused on effective instruction.

LEADERSHIP PROFICIENCY

Proficiency	Descriptor	Meets or exceeds	Needs improvement
Leadership	Involves the school community in the creation of shared values, values, and a common mission		
	Guides the organization toward performance excellence		
	Facilitates the leadership of others within the school community		
Communication Skills	Uses appropriate communication modes, including current technologies, to communicate the school's philosophy, needs, mission, and accomplishments		
	Models the behaviors expected of others		
	Exhibits multicultural awareness, gender sensitivity, and racial and ethnic appreciation		
	Demonstrates skill in giving and receiving feedback		
Group Process	Establishes a framework for collaborative action, decision-making, and conflict resolution		
	Works to build consensus, both as a leader and as a member of a group		
	Uses appropriate team building skills		
Curriculum and Instruction	Maintains a visible presence in the classroom		
	Demonstrates a knowledge of the school's core curriculum		
	Engages staff in the study and use of effective teaching practices		
	Plans and offer resources/ inservice to staff for growth and improvement		
	Engages parents in discussions on ways to improve student learning		
Assessment	Maintains high expectations for students, staff, parents, and self		
	Involves others in analyzing assessment data to help design instructional programs		
	Ensures that staff members communicate regularly amongst themselves and with parents regarding student progress		
Management	Mobilizes resources to perform routine administrative tasks		
	Develops and implements equitable and effective schedules		
	Works with staff and community to create and maintain and safe orderly learning environment		
	Develops and implements administrative procedures consistent with local policies, state and federal rules and regulations, and contractual agreements		
	Coordinates services of community agencies so that appropriate resources are directed to all children		
	Involves members of the school community in developing budget priorities based on the mission and goals of the school		

Comments: