

1. Please rate the principal on the following statements regarding spiritual leadership of the school.

5 = Excellent -- Exceptional ability; exceeds expectations
 4 = Commendable -- Performs job expectations very well
 3 = Acceptable -- Meets job expectations
 2 = Needs Improvement -- Improvement is needed to meet expectations in this area
 1 = Unacceptable -- Performance needs immediate

Understands and is committed to the overall ministry of Christian education in church and school.

Is a Christian role model for staff and students.

Exhibits leadership in the spiritual growth of faculty, staff and students.

Strives to maintain the confessional stance of The Lutheran Church-Missouri Synod.

Strives to make the faith curriculum and chapel services effective, meaningful and applicable to the Christian life.

Plans and implements outreach to non-member families

Demonstrates that the spiritual mission of the school is the highest priority for time, energy and service.

Demonstrates servant leadership.

Supports the philosophy that every child needs a Christ-centered education.

2. Please rate the principal on the following statements regarding staff leadership

5 = Excellent -- Exceptional ability; exceeds expectations
 4 = Commendable -- Performs job expectations very well
 3 = Acceptable -- Meets job expectations
 2 = Needs Improvement -- Improvement is needed to meet expectations in this area
 1 = Unacceptable -- Performance needs immediate attention

Uses discretion when discussing students, staff and families and maintains confidentiality as appropriate.

Determines staff assignments.

Evaluates staff responsibilities and ministry effectiveness.

Communicates effectively with staff and provides clear, consistent direction.

Demonstrates appropriate use of Matthew 18 in dealing with staff problems.

Orients and supports new staff and faculty.

Uses a systematic process of teacher supervision and evaluation.

Provides appropriate praise and recognition for staff.

Demonstrates knowledge of professional literature/research.

Practices appropriate techniques of leadership.

3. Please rate the principal on following statements regarding leadership of curriculum and instruction.

	5 = Excellent -- Exceptional ability; exceeds expectations	4 = Commendable -- Performs job expectations very well	3 = Acceptable -- Meets job expectations	2 = Needs Improvement -- Improvement is needed to meet expectations in this area	1 = Unacceptable -- Performance needs immediate
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Motivates and assists staff as they set curriculum objectives.

Demonstrates knowledge of curriculum trends.

Is aware of curriculum needs.

Demonstrates knowledge of effective teaching techniques, including application of new technology

Plans and implements staff professional development activities.

Assists staff in selecting and evaluating instructional materials.

Secures appropriate involvement of students, staff and community regarding curricular and/or instructional objectives.

Seeks to develop and/or maintain measurements of student academic excellence.

4. Please rate the principal on the following statements regarding student relations.

	5 = Excellent -- Exceptional ability; exceeds expectations	4 = Commendable -- Performs job expectations very well	3 = Acceptable -- Meets job expectations	2 = Needs Improvement -- Improvement is needed to meet expectations in this area	1 = Unacceptable -- Performance needs immediate attention
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Assists students to take responsibility for their conduct.

Promotes students' respect for the rights, property and opinions of others.

Understands and respects students' growth as individuals.

Maintains communication with students.

Is available before, during and after school hours for conferencing with students, parents and staff.

Demonstrates fairness, firmness and consistency in handling student problems and conflicts.

Seeks to know students personally.

Annually updates promotional materials and applications

Provides leadership in student retention.

Personally interviews all families who apply.

5. Please rate the principal on the following statements.

5 = Excellent --
Exceptional ability;
exceeds
expectations

4 = Commendable
-- Performs job
expectations very
well

3 = Acceptable --
Meets job
expectations

2 = Needs
Improvement --
Improvement is
needed to meet
expectations in this
area

1 = Unacceptable --
Performance needs
immediate

Delegates authority and
responsibility

Works effectively with
support staff.

Manages time
effectively.

Effectively manages the
school.

Holds faculty and staff
responsible for assigned
tasks and procedures.

Maintains effective and
accurate communication
with families.

Demonstrates
knowledge of
community-based
activities with
educational value

Demonstrates patience,
empathy and respect for
others

Tells the story of the
school in terms of
ministry, Christian
education and academic
excellence.

Actively seeks financial
support from those who
have a relationship with
the school

Identifies, trains and
cultivates volunteers.

Seeks third source
funds.