

WASKOM ISD
PRINCIPAL EVALUATION



NAME Andy Chilcoat

DATE 1-22-15

(1) Exceeds (2) Proficient (3) Below (4) Unsatisfactory

- | | | |
|-------------|--|---|
| I. | <u>SCHOOL CLIMATE</u> | |
| | 1.1 Exhibits a positive and caring attitude towards staff, students and parents. | 1 |
| | 1.2 Has knowledge of the school's mission and involves the staff in decision-making when appropriate. | 1 |
| | 1.3 Provides recognition for excellence and achievement for staff and students. | 1 |
| | 1.4 Effectively resolves conflicts in a timely manner. | 1 |
| II. | <u>SCHOOL IMPROVEMENT</u> | |
| | 2.1 Is knowledgeable of the effective school correlates and utilizes data to improve the school. | 2 |
| | 2.2 Demonstrates the ability to periodically review established programs and policies for possible improvement. | 1 |
| III. | <u>INSTRUCTIONAL MANAGEMENT</u> | |
| | 3.1 Supports the teaching staff with guidelines and resources necessary to accomplish instructional goals. | 1 |
| | 3.2 Directs appropriate curriculum reviews and initiates curriculum updates as needed. | 2 |
| | 3.3 Initiates instructional programs that are related to desired instructional outcomes. | 1 |
| | 3.4 Is a cooperative and contributory member of the district administrative team. | 1 |
| IV. | <u>PERSONNEL MANAGEMENT</u> | |
| | 4.1 Uses the PDAS appropriately and ensures that evaluations comply with all guidelines and reflect staff performance. | 2 |
| | 4.2 Makes sound and effective personnel recommendations concerning placement, transfer, and contract status. | 2 |
| | 4.3 Clearly defines expectations for staff performance regarding instructional strategies, classroom management and school/community relations. | 1 |
| | 4.4 Fosters a professional relationship with staff. | 1 |
| V. | <u>ADMINISTRATION & FISCAL</u> | |
| | 5.1 Ensures that required reports are submitted promptly. | 1 |
| | 5.2 Complies with applicable district policies, state and federal laws, and regulations of the SBOE and TEA in pursuing the mission of the school. | 2 |
| | 5.3 Works with appropriate personnel in developing a campus budget. | 2 |
| | 5.4 Manages the school facilities effectively to ensure a clean, orderly and safe campus. | 1 |
| | 5.5 Maintains accurate records including pupil accounting, textbooks, and capital assets. | 1 |
| VI. | <u>STUDENT MANAGEMENT</u> | |
| | 6.1 Effectively develops and communicates school guidelines for student conduct to students, staff and parents. | 2 |
| | 6.2 Ensures that the discipline management plan is applied equitably to all students. | 1 |
| | 6.3 Resolves problems by successfully conferencing with parents, students and teachers. | 1 |



VII. SCHOOL/COMMUNITY RELATIONS

- 7.1 Projects a positive image to the community 1
- 7.2 Encourages two-way communication between the school and the community. 2
- 7.3 Provides avenues for parent involvement. 2

VIII. PROFESSIONAL GROWTH & DEVELOPMENT

- 8.1 Seeks workshops/conferences that will provide professional growth opportunities. 1
- 8.2 Encourages staff to seek professional growth strategies that will enhance their abilities. 1

IX. ACADEMIC EXCELLENCE INDICATORS AND CAMPUS PERFORMANCE OBJECTIVES

- 9.1 Initiates instructional and/or teaching updates designed to improve student performance as reflected by TAAS test scores. 1
- 9.2 Provides good student attendance by follow-up action on students with poor attendance and recognizes students with good attendance. 1
- 9.3 Encourages students to enroll in courses that are academically challenging. 1
- 9.4 Inservices teachers to have high expectations for their students. 1
- 9.5 Monitors the percentage of students who fail by grade level and subject, and provides leadership in developing remediation activities. 2

What specific recommendations do you have for the administrator to improve his/her performance?

Develop a process to become more involved in the academic instruction, curriculum and assessment of all WASKom High School Courses.

RECOMMENDATION

Recommended for extension of contract One year extension of the two year 12 month term contract (2014-15) (2015-16) (2016-17)

Not recommended for extension of contract

Jimmy E. Coy 1-22-15
SUPERINTENDENT DATE

I understand that my signature does not necessarily mean I agree with the evaluation.

AKL 1-22-15
PRINCIPAL DATE