

WASKOM ISD  
PRINCIPAL EVALUATION



NAME Bonita Cherry

DATE 1-21-16

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

**I. SCHOOL CLIMATE**

- 1.1 Exhibits a positive and caring attitude towards staff, students and parents.
- 1.2 Has knowledge of the school's mission and involves the staff in decision-making when appropriate.
- 1.3 Provides recognition for excellence and achievement for staff and students.
- 1.4 Effectively resolves conflicts in a timely manner.

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**II. SCHOOL IMPROVEMENT**

- 2.1 Is knowledgeable of the effective school correlates and utilizes data to improve the school.
- 2.2 Demonstrates the ability to periodically review established programs and policies for possible improvement.

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**III. INSTRUCTIONAL MANAGEMENT**

- 3.1 Supports the teaching staff with guidelines and resources necessary to accomplish instructional goals.
- 3.2 Directs appropriate curriculum reviews and initiates curriculum updates as needed.
- 3.3 Initiates instructional programs that are related to desired instructional outcomes.
- 3.4 Is a cooperative and contributory member of the district administrative team.

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**IV. PERSONNEL MANAGEMENT**

- 4.1 Uses the PDAS appropriately and ensures that evaluations comply with all guidelines and reflect staff performance.
- 4.2 Makes sound and effective personnel recommendations concerning placement, transfer, and contract status.
- 4.3 Clearly defines expectations for staff performance regarding instructional strategies, classroom management and school/community relations.
- 4.4 Fosters a professional relationship with staff.

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**V. ADMINISTRATION & FISCAL**

- 5.1 Ensures that required reports are submitted promptly.
- 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.
- 5.3 Works with appropriate personnel in developing a campus budget.
- 5.4 Manages the school facilities effectively to ensure a clean, orderly and safe campus.
- 5.5 Maintains accurate records including pupil accounting, textbooks, and capital assets.

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**VI. STUDENT MANAGEMENT**

- 6.1 Effectively develops and communicates school guidelines for student conduct to students, staff and parents.
- 6.2 Ensures that the discipline management plan is applied equitably to all students.
- 6.3 Resolves problems by successfully conferencing with parents, students and teachers.

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**VII. SCHOOL/COMMUNITY RELATIONS**

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

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**VIII. PROFESSIONAL GROWTH & DEVELOPMENT**

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

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**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.
- 9.2 Provides good student attendance by follow-up action on students with poor attendance and recognizes students with good attendance.
- 9.3 Encourages students to enroll in courses that are academically challenging.
- 9.4 Inservices teachers to have high expectations for their students.
- 9.5 Monitors the percentage of students who fail by grade level and subject, and provides leadership in developing remediation activities.

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

Continue to seek staff development in the  
areas of curriculum, instruction and  
assessment.

**RECOMMENDATION**

- ☒ Recommended for extension of contract
- ☐ Not recommended for extension of contract

*Recommend a one year extension of the current two year term contract. (2016-17) (2017-18)*

Jimmy E. Cox 1-21-16  
SUPERINTENDENT DATE

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

Bonita Cherry 1-21-16  
PRINCIPAL DATE