

WASKOM ISD
PRINCIPAL EVALUATION



NAME Wade Youngblood

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. | 2 |
| | 3.2 Directs appropriate curriculum reviews and initiates curriculum updates as needed. | 1 |
| | 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. | 1 |
| | 4.2 Makes sound and effective personnel recommendations concerning placement, transfer, and contract status. | 1 |
| | 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. | 1 |
| | 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. | 1 |
| | 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 2
- 7.2 Encourages two-way communication between the school and the community. 1
- 7.3 Provides avenues for parent involvement. 1

VIII. PROFESSIONAL GROWTH & DEVELOPMENT

- 8.1 Seeks workshops/conferences that will provide professional growth opportunities. 2
- 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. 2
- 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. N/A
- 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. 1

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

Continue seeking Professional Development in the areas of Curriculum, Instruction and Assessment.
Pursue Team Building Activities for the entire staff.

RECOMMENDATION

- Recommended for extension of contract One year extension of the two year 11 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.

Wade Young 1-22-15
 PRINCIPAL DATE