



Minnesota Principal Development and Evaluation Rubric



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Education



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Summary of Performance Measures and Indicators

Performance Measure #1: Develops, Advocates for, and Enacts a Shared Vision for High Student Achievement Supported by a Culture of High Expectations and Family Engagement

- A. Develops and enacts a shared vision for high achievement and postsecondary success for all students
- B. Identifies school-wide priorities, establishes rigorous, measureable and aligned goals for student learning and implements a strategic plan to achieve those goals
- C. Builds a sense of community where all students and adults are valued and fosters a shared commitment to high expectations for student and adult behaviors aligned to the vision
- D. Develops cultural competence in the school community and promotes responsiveness to both the resources and the biases connected to race, culture and diversity
- E. Engages families and communities in the academic success of students

Performance Measure #2: Provides Instructional Leadership for High Student Academic Performance

- A. Ensures implementation of curricula and assessments aligned to college and career readiness standards
- B. Supports teachers in implementing high-quality, effective classroom instructional strategies to meet diverse student learning needs, increase intellectual challenge, and drive increases in student achievement
- C. Tracks and analyzes multiple forms of qualitative and quantitative student data to drive instructional and intervention strategies and to monitor the effectiveness of those strategies
- D. Provides coherent systems of academic and social supports and services to meet the range of learning needs of each student

Performance Measure #3: Develops and Maintains a High-Quality, Effective Staff

- A. Implements a cohesive approach to recruiting, selecting, assigning, and retaining effective staff
- B. Facilitates high-quality professional learning for teachers and other staff
- C. Increases teacher and staff effectiveness through high-quality observations, actionable feedback, coaching, and evaluation
- D. Selects, develops and supports a high-performing instructional leadership team with a diverse skill set

Performance Measure #4: Demonstrates Ethical Personal Leadership through Relationship Building, Effective Communication, and Self-Reflection

- A. Models appropriate personal, professional, and ethical behavior that is respectful and fair
- B. Maintains a relentless focus on student learning and demonstrates resiliency in the face of challenge
- C. Constructively manages and adapts to change and employs problem-solving strategies with the ultimate goal of improving student achievement
- D. Demonstrates strong interpersonal, communication and facilitation skills for multiple audiences
- E. Models self-awareness, reflection and ongoing learning

Performance Measure #5: Strategically Manages and Monitors School Systems and Operations

- A. Organizes and manages resources (e.g., time, money, technology) in alignment with school priorities and goals
- B. Maintains a safe, secure and respectful learning environment for all students and adults
- C. Ensures the school is in compliance with local, state, and federal laws, standards, regulations, and district initiatives