

WASKOM ISD
PRINCIPAL EVALUATION



NAME Stuart Musick DATE 1-28-11

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

<u>I.</u>	<u>SCHOOL CLIMATE</u>	
	1.1 Exhibits a positive and caring attitude towards staff, students and parents.	<u>1</u>
	1.2 Has knowledge of the school's mission and involves the staff in decision-making when appropriate.	<u>2</u>
	1.3 Provides recognition for excellence and achievement for staff and students.	<u>3</u>
	1.4 Effectively resolves conflicts in a timely manner.	<u>1</u>
<u>II.</u>	<u>SCHOOL IMPROVEMENT</u>	
	2.1 Is knowledgeable of the effective school correlates and utilizes data to improve the school.	<u>2</u>
	2.2 Demonstrates the ability to periodically review established programs and policies for possible improvement.	<u>1</u>
<u>III.</u>	<u>INSTRUCTIONAL MANAGEMENT</u>	
	3.1 Supports the teaching staff with guidelines and resources necessary to accomplish instructional goals.	<u>2</u>
	3.2 Directs appropriate curriculum reviews and initiates curriculum updates as needed.	<u>2</u>
	3.3 Initiates instructional programs that are related to desired instructional outcomes.	<u>1</u>
	3.4 Is a cooperative and contributory member of the district administrative team.	<u>1</u>
<u>IV.</u>	<u>PERSONNEL MANAGEMENT</u>	
	4.1 Uses the PDAS appropriately and ensures that evaluations comply with all guidelines and reflect staff performance.	<u>2</u>
	4.2 Makes sound and effective personnel recommendations concerning placement, transfer, and contract status.	<u>1</u>
	4.3 Clearly defines expectations for staff performance regarding instructional strategies, classroom management and school/ community relations.	<u>2</u>
	4.4 Fosters a professional relationship with staff.	<u>1</u>
<u>V.</u>	<u>ADMINISTRATION & FISCAL</u>	
	5.1 Ensures that required reports are submitted promptly.	<u>1</u>
	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.	<u>1</u>
	5.3 Works with appropriate personnel in developing a campus budget.	<u>2</u>
	5.4 Manages the school facilities effectively to ensure a clean, orderly and safe campus.	<u>1</u>
	5.5 Maintains accurate records including pupil accounting, textbooks, and capital assets.	<u>1</u>
<u>VI.</u>	<u>STUDENT MANAGEMENT</u>	
	6.1 Effectively develops and communicates school guidelines for student conduct to students, staff and parents.	<u>1</u>
	6.2 Ensures that the discipline management plan is applied equitably to all students.	<u>2</u>
	6.3 Resolves problems by successfully conferencing with parents, students and teachers.	<u>1</u>



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. 1
- 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. 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. 2
- 9.4 Inservices teachers to have high expectations for their students. 2
- 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?

*Become more assertive in holding staff members accountable for their duties and responsibilities.
Motivating staff to perform at a higher level.*

RECOMMENDATION

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

Jimmy E. Cox 1-28-11
SUPERINTENDENT DATE

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

Stuart M. [Signature] 1-28-11
PRINCIPAL DATE