

**District Administrator's  
Colleague Assessment Questionnaire  
CAQ**

## WATERFORD UNION HIGH SCHOOL - COLLEAGUE ASSESSMENT QUESTIONNAIRE

Revised 10/20/25

### Colleague Assessment Feedback Survey

This survey is designed to provide formative feedback to the District Administrator for the purpose of continuous improvement. It is adapted from the Wisconsin Administrator Standards. Please return the completed Questionnaire to the District Administrator's administrative assistant; she will then compile the anonymous results. The compiled survey results will be reviewed by the District Administrator and the Whitefish Bay School Board. All original surveys will be destroyed.

Your anonymous, individual responses in this survey will be kept confidential and will provide feedback for future goal and leadership development. A space is also provided for comments.

### Effectiveness Rating Indicators

- 1 The administrator does not demonstrate this behavior.
- 2 The administrator sometimes demonstrates this behavior.
- 3 The administrator most of the time demonstrates this behavior.
- 4 The administrator is highly effective in consistently demonstrating this behavior. NA - Not applicable; I do not have enough information to assess at this time.

**WI Standard 2: Administrator leads by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared by the school community.**

Indicators	Sources of Evidence					Effectiveness Rating				
	Personal Observation	Reports from Others	Documents	Projects or Activities	Other Sources	1	2	3	4	NA
1. The District Administrator leads the development and implementation of the vision and mission of the district.										
2. The District Administrator models the core beliefs of the school district for all stakeholders.										
3. The District Administrator communicates progress toward the district vision and mission to all stakeholders.										
4. The District Administrator promotes the implementation of a focus plan in which objectives and strategies to achieve the district mission are clearly articulated.										
5. The District Administrator seeks resources to support the implementation of the mission and goals.										
6. The District Administrator provides leadership in support of a vision that leverages appropriate technologies in support of staff and student learning.										
7. The District Administrator effectively employs various processes for gathering, analyzing, and using data for decision making.										
8. The District Administrator plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement of the state educational standards.										
<b>Possible Strengths:</b>										
<b>Possible Opportunities for Improvement:</b>										

**WI Standard 3: Administrator manages by advocating, nurturing, and sustaining a school culture and instructional program conducive to pupil learning and staff professional growth.**

Indicators	Sources of Evidence					Effectiveness Rating				
	Personal Observation	Reports from Others	Documents	Projects or Activities	Other Sources					
						1	2	3	4	NA
1. The District Administrator treats all persons with fairness, dignity and respect.										
2. The District Administrator promotes a culture of high expectations for self, students, and staff performance.										
3. The District Administrator promotes decisions based on research, expertise of staff, and recommendations of learned societies.										
4. The District Administrator perceives the needs, concerns, and issues of others.										
5. The District Administrator seeks to understand administrative staff and motivates them to reach their potential.										
6. The District Administrator communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.										
7. The District Administrator identifies, analyzes, and resolves problems using effective problem-solving techniques.										
8. The District Administrator assesses factors affecting student achievement and serves as an agent of change for needed improvements.										

**Possible Strengths:**











