

* Wenatchee Principal Evaluation Criteria Summary *

Criterion #1 – Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff

Criterion #2 – Providing for School Safety

Criterion #3 – Leads development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements

Criterion #4 – Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local district learning goals

Criterion #5 – Monitoring, assisting and evaluating effective instruction and assessment practices

Criterion #6 – Managing both staff and fiscal resources to support student achievement and legal responsibilities

Criterion #7 – Partnering with the school community to promote student learning

Criterion #8 – Demonstrates a commitment to closing the achievement gap

**These numbers represent the behaviors identified in Marzano's research that align with each state criterion.

Criterion #1	Criterion #2	Criterion #3
Creating a school culture that promotes the ongoing improvement of learning and teaching for students and staff	Providing for School Safety	Leads development, implementation and evaluation of a data-driven plan for increasing student achievement, including the use of multiple student data elements
1.1 Continuous Improvement	2.1 Building and classroom discipline	3.1 Collaboratively develops an action plan based on data
1.2 Trusting and collaborative environment	2.2 Maintains a safe physical plant	3.2 Monitors implementation and effectiveness of CIPP plan
1.3 Mission & vision focused on learning & teaching.	2.3 Crisis action plan	3.3 Ensures alignment of CIPP plan
1.4 Promoting data driven decision making	2.4 Prevention and training	3.4 Supports implementation of the CIPP plan
**2,5,6,7,8,9,14,15,18,19	**16,19	**7,8,10,14,15,19

Criterion #4	Criterion #5	Criterion #6
Assisting instructional staff with alignment of curriculum, instruction, and assessment with state and local district learning goals	Monitoring, assisting and evaluating effective instruction and assessment practices	Managing both staff and fiscal resources to support student achievement and legal responsibilities
4.1 Familiar with state and district standards	5.1 Promotes and monitors use of adopted curriculum	6.1a Effectively manages human resources: recruiting and hiring
4.2 Assists staff in the writing and use of formative and summative assessments	5.2 Uses a variety of measures and methods for observation	6.1b Effectively manages human resources: evaluation process and timelines
4.3 Is familiar with and promotes district adopted instructional practices	5.3 Uses a variety of data to monitor and improve instructional practice	6.2 Effectively manages school resources and budget
4.4 Supports staff collaboration that focuses on effective instruction, use of data, and common planning	5.4 Uses the district evaluation process to provide staff with assistance and feedback to improve instruction	6.3 Legal and ethical practice
4.5 Supports staff through professional development focused on state and district learning goals		
**8,11,12,13,19	**12,13,14	**12,13,17,19

Criterion #7	Criterion #8
Partnering with the school community to promote student learning	Demonstrates a commitment to closing the achievement gap
7.1 Frequent and effective communication with parents and community	8.1 Uses data to align resources and programs in closing the achievement gap
7.2 Builds positive and collaborative collegial relationships	8.2 Understands factors that contribute to the achievement gap
7.3 Promotes positive and collaborative staff relationships	8.3 Student Growth Data
7.4 Understands community dynamics and considers stakeholder input when making decisions	
7.5 Promotes parent and community involvement	
**1,3,4,7,10,15,17,18,20,21	**5,10,13,14,20