

Leadership Evaluation Survey

School Site _____

Principal Vice Principal Other _____

There are cautions relevant to what is done with potentially highly critical results. Going public with such results should be done in the context of a school board meeting. That way the local is insulated from defamation suits, since it is immunized from liability when speaking at a public Board of Trustees meeting.

Return this evaluation to your association representative. This evaluation is *confidential*. (Name of local) will make suggestions for improvement of school administration based on all evaluations received. Leave blank any item beyond your knowledge.

Rating System: To the right of each descriptive item, check the number which in your opinion best describes the administrator's performance according to the following system:

		Strongly Agree	Agree	Neutral/No Opinion/Doesn't Apply	Disagree	Strongly Disagree
* (Insert here what the local association is going to do with the results)	1	2	3	4	5	
1. Demonstrates positive leadership						
2. Stimulates staff participation						
3. Provides clear and consistent direction						
4. Has a good rapport with staff						
5. Seeks to lessen the non-teaching burden of teachers						
6. Practices the conviction that administration is a service to instruction						
7. Backs staff in pupil discipline problems						
8. Shows more concern with effective education than with public relations						
9. Supports the professional judgment of teachers and staff						
10. Establishes schedules and efficient routines to meet the needs of students and staff						
11. Displays emotional maturity and stability						
12. Is responsible and dependable in supporting staff						
13. Fosters a positive school wide morale						
14. Advocates effectively for site staff at the District Office						
15. Establishes a firm trust level between leadership and staff						
16. Implements realistic discipline standards for pupils on a consistent basis						
17. Knows the many facets of education, including planning, administration, evaluation, instruction, leadership and law						
18. Values the staff's time; avoids creating busy work						
19. Respects staff						
20. Respects students						
21. Respects parents						
22. Advocates for staff when dealing with parents						

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23. Articulates a clear vision of school mission and goals					
24. Keeps staff informed of developments, changes and progress toward the resolution of staff issues or individual concerns					
25. Provides the support, resources and time for the staff to do their jobs effectively					
26. Understands individual needs and provides appropriate help					
27. Synthesizes staff concerns and implement effective action plans					
28. Seeks staff input					
29. Is knowledgeable about and follows the contract					
30. The leadership performance of this person is effective					

As a member of the staff, I would support and/or participate in one or more of the following activities (check all that apply):

CTA understands that each chapter may wish to solicit input unique to each site's administration. Please consider adding a section that allows staff to provide confidential, yet specific information not covered in this survey.

I am satisfied with this administrator:

___ Local creates list of positive things to do to show support for administrator, ie Letter of commendation to the Board of Trustees

I am not satisfied with this administrator:

___ Local creates a list of things to do to show disfavor for administrator, ie vote of no-confidence, delegation to speak to Superintendent.

If you have any additional comments to add, please attach your printed (typed) comments to this evaluation.