Washington State Principal Evaluation Criteria

Criterion 1: Creating a Culture
   Element 1.1 Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching.
   Element 1.2 Engages in essential learning conversations for ongoing improvement.
   Element 1.3 Facilitates collaborative process leading toward continuous improvement.
   Element 1.4 Creates opportunities for shared leadership.

Criterion 2: Ensuring School Safety
   Element 2.1 Provides for physical safety.
   Element 2.2 Provides for social, emotional and intellectual safety.

Criterion 3: Planning with Data
   Element 3.1 Recognizes and seeks out multiple data sources.
   Element 3.2 Analyzes and interprets multiple data sources to inform school-level improvement efforts.
   Element 3.3 Implements data-driven plan for improved teaching and learning.
   Element 3.4 Assists staff to use data to guide, modify and improve classroom teaching and student learning.
   Element 3.5 Provides evidence of student growth that results from the school improvement planning process.

Criterion 4: Aligning Curriculum
   Element 4.1 Assists staff in aligning curricula to state and local district learning goals.
   Element 4.2 Assists staff in aligning best instructional practices to state and district learning goals.
   Element 4.3 Assists staff in aligning assessment practices to best instructional practices.

Criterion 5: Improving Instruction
   Element 5.1 Monitors instruction and assessment practices.
   Element 5.2 Assists staff in developing required student growth plan and identifying valid, reliable sources of evidence of effectiveness.
   Element 5.3 Assists staff in implementing effective instruction and assessment practices.
   Element 5.4 Evaluates staff in effective instruction and assessment practices.
   Element 5.5 Provides evidence of student growth of selected teachers.*

Criterion 6: Managing Resources
   Element 6.1 Managing human resources (assignment, hiring).
   Element 6.2 Managing human resources (ongoing professional development).
   Element 6.3 Managing fiscal resources.
   Element 6.4 Fulfilling legal responsibilities.

Criterion 7: Engaging Communities
   Element 7.1 Communicates with community to promote learning.
   Element 7.2 Partners with families and school community.

Criterion 8: Closing the Gap
   Element 8.1 Identifies barriers to achievement and knows how to close resulting gaps.
   Element 8.2 Demonstrates a commitment to close the achievement gap.
   Element 8.3 Provides evidence of student growth in learning.*

*Student growth rubrics are designed to focus on actual student achievement rather than principal actions. Element 3.5 is intended to analyze the achievement of all or most of the students in the school. Element 5.5 is designed to analyze the achievement of students assigned to a subset of teachers that a principal identifies. Element 8.3 is designed to analyze subsets of the student population that are identified for the purpose of closing achievement gaps between them and the student population as a whole.