

Bowie State University
Employer Evaluation - K-12 Principal or Supervisory

1 - Vision									
1. Candidates understand and can collaboratively develop, articulate, implement, and steward a shared vision of learning for a school.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

1 - Vision									
2. Candidates can collect & use data to identify school goals, assess organizational effectiveness, evaluate school progress, revise school plans & implement plans to achieve school goals.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

2 - School culture and instructional program:									
1.Candidates understand and can sustain a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

2 - School culture and instructional program:									
2.Candidates understand and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional school program.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

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2 - School culture and instructional program:									
3.Candidates understand and develop, and supervise the instructional and leadership capacity of school staff, and can promote the most effective and appropriate technologies to support teaching and learning in a school environment									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

3 - Collaboration:									
1.Candidates understand & can mobilize community resources by promoting an understanding, appreciation, & use of diverse cultural, social, & intellectual resources within school community.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

3 - Collaboration:									
2.Candidates understand and can respond to community interests and needs by building and sustaining positive school relationships with families and caregivers.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

4 - Integrity, fairness, and ethics:									
1.Candidates understand and can act with integrity and fairness to ensure a school system of accountability for every student's academic and social success.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
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1/7 (14.29%)	2.00	0.00							

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4 - Integrity, fairness, and ethics:									
2.Candidates understand and can safeguard the values of democracy, equity, and diversity within the school.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

4 - Integrity, fairness, and ethics:									
3.Candidates understand and can act to influence local, district, state, and national decisions affecting student learning in a school environment. Candidates understand and can evaluate the potential moral and legal consequences of decision making in the school.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

4 - Integrity, fairness, and ethics:									
4.Candidates understand and can promote social justice within the school to ensure that individual student needs inform all aspects of schooling									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

5 - Context:									
1.Candidates understand and can advocate for school students, families, and caregivers.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

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5 - Context:									
2.Candidates understand and can act to influence local, district, state, and national decisions affecting student learning in a school environment.									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00 			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							

5 - Context:									
3.Candidates understand and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies									
Response Option	Weight	Frequency	Percent	Percent Responses		Means			
Unsatisfactory	(1)	0	0.00%			2.00 			
Emerging	(2)	1	100.00%						
Proficient	(3)	0	0.00%						
Mastery	(4)	0	0.00%						
				0	25	50	75	100	Question
Response Rate	Mean	STD							
1/7 (14.29%)	2.00	0.00							