

## Performance Standards and Criteria for South Carolina Principal Evaluation

Performance Standard	Criteria
<p><b>Standard 1: Vision</b></p> <p>A school principal is an educational leader who fosters the success of all students <b>by facilitating the development, communication, implementation, and evaluation of a shared vision of learning that reflects excellence and equity.</b></p>	<ol style="list-style-type: none"> <li>1. Involves stakeholders (e.g., school and district personnel, students, families, and community members) in the development of a broad vision for the school that is compatible with the district's mission and vision.</li> <li>2. Collaborates with stakeholders to establish goals, develop a plan, and set priorities consistent with the vision of the school.</li> <li>3. Communicates the school's vision, goals, plans, and priorities to staff, students, parents, and community on a regular basis.</li> <li>4. Implements, evaluates, and refines the plan of action for achieving the school's vision.</li> </ol>
<p><b>Standard 2: Instructional Leadership</b></p> <p>A school principal is an educational leader who fosters the success of all students <b>by leading the development and alignment of the organizational, instructional, and assessment strategies that enhance teaching and learning.</b></p>	<ol style="list-style-type: none"> <li>1. Sets and communicates high standards for curricular/instructional quality and student achievement.</li> <li>2. Demonstrates proficiency in analyzing research and assessment data.</li> <li>3. Ensures the use of data from state-mandated and locally mandated assessments and educational research to improve curriculum, instruction, and student performance.</li> <li>4. Observes staff and assists in the implementation of effective teaching and assessment strategies to promote student learning.</li> <li>5. Monitors and evaluates the effectiveness of instructional programs to promote student learning.</li> </ol>
<p><b>Standard 3: Effective Management</b></p> <p>A school principal is an educational leader who fosters the success of all students <b>by managing the school organization, its operations, and resources for a safe, efficient, and effective learning environment.</b></p>	<ol style="list-style-type: none"> <li>1. Seeks and allocates resources to achieve school and district goals.</li> <li>2. Plans and administers budgeting and purchasing according to all relevant local, state, and federal requirements.</li> <li>3. Screens, recommends, and assigns staff in a timely manner based on school needs; assessment data; and local, state, and federal requirements.</li> <li>4. Manages the supervision and evaluation of staff in accordance with local, state, and federal requirements.</li> <li>5. Implements, evaluates, and refines, as necessary, procedures for the security and safety of all personnel and students.</li> <li>6. Ensures the maintenance of a clean and aesthetically pleasing school environment.</li> </ol>

Standard	Criteria
<p><b>Standard 4: Climate</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>advocating, nurturing, and sustaining a positive school climate.</b></p>	<ol style="list-style-type: none"> <li>1. Initiates and maintains strategies to promote collegiality and collaboration among the staff.</li> <li>2. Involves parents, students, and the community in efforts to create and maintain a positive learning environment.</li> <li>3. Establishes and supervises programs that promote positive social, emotional, and intellectual growth for all students.</li> <li>4. Establishes and enforces standards for appropriate student behavior according to local, state, and federal requirements.</li> <li>5. Manages conflict and crisis situations in an effective and timely manner.</li> <li>6. Deals with student misconduct in a prompt and effective manner.</li> </ol>
<p><b>Standard 5: School-Community Relations</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>collaborating effectively with stakeholders.</b></p>	<ol style="list-style-type: none"> <li>1. Develops an effective and interactive communications plan and public relations program.</li> <li>2. Participates in school community activities.</li> <li>3. Involves staff, parents, community, and students in needs assessment, problem solving, and decision making for school improvement.</li> <li>4. Responds to diverse community interests and needs.</li> <li>5. Creates and sustains a variety of opportunities for parent and community involvement in school activities.</li> <li>6. Collaborates with staff to develop effective strategies for parents and the community to support students' learning.</li> </ol>
<p><b>Standard 6: Ethical Behavior</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>demonstrating integrity, fairness, and ethical behavior.</b></p>	<ol style="list-style-type: none"> <li>1. Works within professional and ethical guidelines to improve student learning and to accomplish school and district goals.</li> <li>2. Models respect, understanding, sensitivity, and appreciation for all people.</li> <li>3. Adheres to local, state, and federal requirements.</li> </ol>
<p><b>Standard 7: Interpersonal Skills</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>interacting effectively with stakeholders and addressing their needs and concerns.</b></p>	<ol style="list-style-type: none"> <li>1. Demonstrates respect for others.</li> <li>2. Elicits and responds to feelings, needs, concerns, and perceptions of others to build mutual understanding.</li> <li>3. Communicates effectively with stakeholders to support school and district goals.</li> <li>4. Recognizes and effectively uses skills and strategies for problem solving, consensus building, conflict resolution, stress management, and crisis management.</li> <li>5. Uses appropriate oral and written communication skills.</li> </ol>

Standard	Criteria
<p><b>Standard 8: Staff Development</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>collaborating with school and district staff to plan and implement professional development activities that promote the achievement of school and district goals.</b></p>	<ol style="list-style-type: none"> <li>1. Collaborates with staff to create and implement a plan for a variety of relevant staff development activities that promote the achievement of school goals and staff growth.</li> <li>2. Uses data related to the achievement of school goals and staff growth as the basis for evaluating the success of the staff development plan.</li> <li>3. Encourages staff to set goals for professional growth.</li> <li>4. Shares effective teaching strategies and uses coaching skills to encourage professional growth.</li> </ol>
<p><b>Standard 9: Principal's Professional Development</b></p> <p>A school principal is an educational leader who fosters the success of all students by <b>using available resources and opportunities for professional growth.</b></p>	<ol style="list-style-type: none"> <li>1. Develops and implements an appropriate plan for professional development consistent with school and district goals.</li> <li>2. Establishes and maintains a professional network with other administrators.</li> <li>3. Complies with district and state professional development requirements.</li> <li>4. Participates in staff development activities to understand the complex role of teaching and effective instructional practices.</li> </ol>