

D21 Principal Performance Center Student Performance Table

October 2008 – Spring 2011

	Setting Instructional Direction	Teamwork	Sensitivity	Development of Others	Judgment	Results Orientation	Organizational Ability	Oral Communication	Written Communication	# of Students
10/08	17	19	22	17	18	19	20	20	21	5
10/08	18	20	20	16	18	18	19	20	21	6
03/09	17	18	20	18	19	18	19	18	20	5
10/09	22	23	20	16	17	20	16	23	24	3
10/09	21	23	21	17	19	19	21	22	24	5
03/09	19	20	22	18	20	20	18	19	20	6
11/10	19	19	21	15	19	19	18	20	21	6
04/11	*	-	-	-	-	-	-	-	-	-
Total										36
Mean	19	20	21	17	19	19	19	20	22	

*Spring 2011 D21 Principal Performance Center was cancelled due to low enrollment

D21 Principal Performance Center Skill Rating Overview

EDUCATIONAL LEADERSHIP																													
Setting Instructional Direction: Implementing strategies for improving teaching and learning including putting improvement programs and professional development efforts into action. Developing a vision and establishing clear goals; providing direction in achieving stated goals; encouraging others to contribute to goal achievement; securing commitment to a course of action from individuals and groups.																													
Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished								
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
Teamwork: Seeking and encouraging involvement of team members. Modeling and encouraging the behaviors that move the group to task completion. Supporting group accomplishment.																													
Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished								
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
Sensitivity: Perceiving the needs and concerns of others; dealing tactfully with others in emotionally stressful situations or in conflict. Knowing what information to communicate and to whom. Relating to people of varying backgrounds.																													
Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished								
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					
Development of Others: Teaching, coaching, and helping others. Providing candid and specific feedback based on observations and data.																													
Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished								
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30					

RESOLVING COMPLEX PROBLEMS

Judgment: Reaching logical conclusions and making high quality decisions based on available information. Giving priority and caution to significant issues. Seeking out relevant data, facts and impressions. Analyzing and interpreting complex information.

Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished			
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Results Orientation: Assuming responsibility. Recognizing when a decision is required. Taking prompt action as issues emerge. Resolving short-term issues while balancing them against long-term objectives.

Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished			
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Organizational Ability: Planning and scheduling one's own and the work of others so that resources are used appropriately. Scheduling flow of activities; establishing procedures to monitor projects. Practicing time and task management; knowing what to delegate and to whom.

Derailer			Noticeable Problem Area							Development Zone							Competency						Accomplished			
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		

COMMUNICATION SKILLS

Oral Communication: Clearly communicating. Making clear oral presentations that easy to understand.

Derailer			Noticeable Problem Area						Development Zone						Competency						Accomplished			
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Written Communication: Expressing ideas clearly in writing; demonstrating technical proficiency. Writing appropriately for different audiences.

Derailer			Noticeable Problem Area							Development Zone							Competency						Accomplished			
6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		