



NEW MEXICO PRINCIPAL SELF –ASSESSMENT

District: _____

Today's Date: _____

Principal's Name: _____

Position: _____

Supervisor's Name: _____

School: _____

School Year: _____

Years of Experience: _____

NEW MEXICO PRINCIPAL LEADERSHIP COMPETENCIES AND INDICATORS

Identify the level of proficiency with the following symbols: BEGINNING with a **(B)**; EMERGING with an **(E)**; PROFICIENT with a **(P)**; and ADVANCED with an **(A)**

(B) BEGINNING
(E) EMERGING
(P) PROFICIENT
(A) ADVANCED

Domain: Instructional Leadership

Competency 1: The Principal promotes the success of all students by maintaining a culture that supports student achievement, high quality instruction, and professional development to meet the diverse learning needs of the school community.

Indicators



1.1 Works with all members of the school community to make quality instruction a prime focus.

1.2 Uses accountability literacy in making decisions about student success and achievement.

1.3 Evaluates teachers using the Three-Tiered Licensure Performance Evaluation to promote high quality teaching and professional learning.

1.4 Incorporates the diversity of the student population and history of the school community in making curricular and school policy decisions.



Identify the level of proficiency with the following symbols: BEGINNING with a **(B)**; EMERGING with an **(E)**; PROFICIENT with a **(P)**; and ADVANCED with an **(A)**

(B) BEGINNING
(E) EMERGING
(P) PROFICIENT
(A) ADVANCED

Domain: Communication

Competency 2: The Principal uses communication and relationship-building skills to engage the larger community in the knowledge of and advocacy for equity in meeting the diverse needs of the school community.

Indicators



2.1 Engages in honest and respectful interactions with all stakeholders to make thoughtful and objective decisions that demonstrate sensitivity and integrity.	
2.2 Builds and sustains relationships through team development and mediation skills to promote a climate of cooperation and student success.	
2.3 Supports an environment of inclusion and respect.	
2.4 Communicates with others objectively, sensitively, fairly, and ethically.	
2.5 Supports relationships that promote teaching and learning in the school community through communication skills such as speaking, writing, and active listening.	
2.6 Communicates with all school and community stakeholders concerning current school issues and student achievement.	
2.7 Maintains a continuous dialogue with decision makers who affect the school community.	

Domain: Professional Development

Competency 3: The Principal organizes and coordinates ongoing professional learning opportunities that are aligned with the New Mexico Professional Development Framework and supports the diverse learning needs of the school community.

Indicators



3.1 Identifies and assesses student and staff performance to inform professional development needs.	
3.2 Uses relevant professional literature and knowledge, collaborates with key partners, and uses technology to create and provide appropriate professional	
3.3 Implements comprehensive, integrated and systemic ongoing professional development opportunities for faculty and community.	
3.4 Supports reflection, sustained mentoring, and coaching as critical processes for professional growth.	



Identify the level of proficiency with the following symbols: BEGINNING with a **(B)**; EMERGING with an **(E)**; PROFICIENT with a **(P)**; and ADVANCED with an **(A)**

(B) BEGINNING
(E) EMERGING
(P) PROFICIENT
(A) ADVANCED

Domain: Operations Management

Competency 4: The Principal manages the school campus, budget, and daily operations to equitably meet the diverse learning needs of the school community.

Indicators 	4.1 Manages the school campus to ensure that the environment is safe and clean for students and staff.	
	4.2 Manages the school budget to ensure that resources are maximized for student success.	
	4.3 Manages the day to day operations to maximize the efficiency of the school.	
	4.4 Complies with federal and state initiatives to maximize use of services and programs for which students are eligible.	

Domain: Scope of Responsibility in Secondary Schools

Competency 5:

The middle school and high school Principal develops, supports, encourages, and supervises programs that lead to increased student attendance, achievement, and graduation rates resulting in college readiness and work skills to meet the diverse needs of the community.

Indicators 	5.1 Supervises co-curricular and extracurricular activities to engage all students.	
	5.2 Develops 21 st century skills throughout the curriculum.	
	5.3 Creates a student centered school environment and strengthens relationships among all stakeholders to improve student performance.	