

Sample Principal Portfolio Evaluation Rubric

Criterion	Level 1 (Significantly Below Expectations)	Level 2 (Partially Meets Expectations)	Level 3 (Meets Expectations)	Level 4 (Exceeds Expectations)
Mission and Vision Development	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio lacks a clear mission and vision statement. - Minimal evidence of collaboration with the school community. - Little to no data included to support the mission and vision. - No documented strategic actions or plans to achieve the vision. <p>Examples:</p> <ul style="list-style-type: none"> - Absence of codes of conduct, ethics training records, or professional development certificates. - No meeting minutes or decision logs. - Lack of policies or communications 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes a basic mission and vision statement, but it lacks detail. - Limited evidence of collaboration with the school community. - Sporadic use of data to support the mission and vision. - Some strategic actions documented, but they lack coherence. <p>Examples:</p> <ul style="list-style-type: none"> - Incomplete or sporadic records of ethics training or professional development. - Some meeting minutes or decision logs, but not detailed. - Occasional communications or policies promoting professional norms. 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes a clear and detailed mission and vision statement. - Regular evidence of collaboration with the school community. - Consistently uses data to support the mission and vision. - Strategic actions are well-developed and coherent. <p>Examples:</p> <ul style="list-style-type: none"> - Regular records of ethics training, professional development certificates, and adherence to codes of conduct. - Detailed meeting minutes, decision logs, and rationale for decisions. - Policies, communications, and initiatives promoting integrity, fairness, and transparency. 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes an exceptionally clear, detailed, and inspiring mission and vision statement. - Extensive and meaningful evidence of collaboration with the school community. - Innovatively uses data to support the mission and vision. - Strategic actions are highly effective and innovative. <p>Examples:</p> <ul style="list-style-type: none"> - Comprehensive records of ethics training, professional development, and exemplary adherence to codes of conduct. - Detailed and transparent decision logs with stakeholder input and feedback. - Initiatives, awards, or recognitions for promoting professional norms, and documented positive outcomes for the school community.

	<p>promoting integrity, fairness, or transparency.</p>			
Ethical Leadership	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio lacks evidence of ethical and professional conduct. - Minimal or no documentation of decision-making processes. - No evidence of promoting professional norms or values. <p>Examples:</p> <ul style="list-style-type: none"> - Absence of codes of conduct, ethics training records, or professional development certificates. - No meeting minutes or decision logs. - Lack of policies or communications promoting integrity, fairness, or transparency. 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes some evidence of ethical and professional conduct, but it is inconsistent. - Limited documentation of decision-making processes. - Some evidence of promoting professional norms or values, but not comprehensive. <p>Examples:</p> <ul style="list-style-type: none"> - Incomplete or sporadic records of ethics training or professional development. - Some meeting minutes or decision logs, but not detailed. - Occasional communications or policies promoting professional norms. 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes consistent evidence of ethical and professional conduct. - Well-documented decision-making processes. - Clear evidence of promoting professional norms and values. <p>Examples:</p> <ul style="list-style-type: none"> - Regular records of ethics training, professional development certificates, and adherence to codes of conduct. - Detailed meeting minutes, decision logs, and rationale for decisions. - Policies, communications, and initiatives promoting integrity, fairness, and transparency. 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes extensive and exemplary evidence of ethical and professional conduct. - Thoroughly documented and transparent decision-making processes. - Strong evidence of actively promoting and modeling professional norms and values, with examples of positive impact on the school community. <p>Examples:</p> <ul style="list-style-type: none"> - Comprehensive records of ethics training, professional development, and exemplary adherence to codes of conduct. - Detailed and transparent decision logs with stakeholder input and feedback.
Curriculum and Instruction	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio lacks 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes some evidence of leading 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes consistent evidence of 	<p>Documentation/Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes extensive and exemplary evidence of

	<p>evidence of leading changes or initiatives in curriculum and instruction.</p> <ul style="list-style-type: none"> - Minimal or no documentation of curriculum modifications or instructional innovations. - No evidence of impact on student learning. <p>Examples:</p> <ul style="list-style-type: none"> - Absence of project plans, initiative reports, or change management documents. - No records of stakeholder engagement or feedback. - Lack of data showing improvements in student outcomes. 	<p>changes or initiatives in curriculum and instruction, but it is inconsistent.</p> <ul style="list-style-type: none"> - Limited documentation of curriculum modifications or instructional innovations. - Some evidence of the impact on student learning, but not comprehensive. <p>Examples:</p> <ul style="list-style-type: none"> - Incomplete or sporadic project plans, initiative reports, or change management documents. - Some records of stakeholder engagement or feedback, but not thorough. - Limited data showing improvements in student outcomes. 	<p>leading changes or initiatives in curriculum and instruction.</p> <ul style="list-style-type: none"> - Well-documented curriculum modifications and instructional innovations. - Clear evidence of positive impact on student learning. <p>Examples:</p> <ul style="list-style-type: none"> - Regular and detailed project plans, initiative reports, and change management documents. - Thorough records of stakeholder engagement and feedback. - Consistent data showing significant improvements in student outcomes. 	<p>leading changes or initiatives in curriculum and instruction.</p> <ul style="list-style-type: none"> - Thoroughly documented and innovative curriculum modifications and instructional innovations. - Strong evidence of significant positive impact on student learning, with examples of successful implementation. <p>Examples:</p> <ul style="list-style-type: none"> - Comprehensive and innovative project plans, initiative reports, and change management documents. - Extensive records of stakeholder engagement, feedback, and collaboration. - Detailed data showing substantial improvements in student outcomes and successful implementation of advanced instructional practices.
Community Engagement	<p>Documentation/ Evidence:</p> <ul style="list-style-type: none"> - Portfolio lacks evidence of engaging families and the community. - Minimal or no documentation of 	<p>Documentation/ Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes some evidence of engaging families and the community, but it is inconsistent. - Limited documentation of communication or 	<p>Documentation/ Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes consistent evidence of engaging families and the community. - Well-documented communication and collaboration with the 	<p>Documentation/ Evidence:</p> <ul style="list-style-type: none"> - Portfolio includes extensive and exemplary evidence of engaging families and the community. - Thoroughly documented and innovative communication and collaboration with the

	<p>communication or collaboration with the community.</p> <ul style="list-style-type: none"> - No evidence of community involvement in school activities. <p>Examples:</p> <ul style="list-style-type: none"> - Absence of newsletters, meeting notes, or community event records. - No records of parent or community feedback. - Lack of initiatives or programs involving community partnerships. 	<p>collaboration with the community.</p> <ul style="list-style-type: none"> - Some evidence of community involvement in school activities, but not comprehensive. <p>Examples:</p> <ul style="list-style-type: none"> - Incomplete or sporadic newsletters, meeting notes, or community event records. - Some records of parent or community feedback, but not thorough. - Limited initiatives or programs involving community partnerships. 	<p>community.</p> <ul style="list-style-type: none"> - Clear evidence of community involvement in school activities. <p>Examples:</p> <ul style="list-style-type: none"> - Regular and detailed newsletters, meeting notes, and community event records. - Thorough records of parent and community feedback. - Consistent initiatives and programs involving community partnerships. 	<p>community.</p> <ul style="list-style-type: none"> - Strong evidence of significant community involvement in school activities, with examples of successful partnerships. <p>Examples:</p> <ul style="list-style-type: none"> - Comprehensive and innovative newsletters, meeting notes, and community event records. - Extensive records of parent and community feedback and collaboration. - Detailed initiatives and programs involving community partnerships, showing substantial positive impact.
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