

## Principal Evaluation Rubric Definitions

**Excellent-** Knowledge and performance consistently exceeds standards of performance and are recognized as exemplary, and the expertise of the Principal is sought out by others. Principals performing at this level make a contribution to the field, both in and out the district.

**Proficient-** Knowledge and performance consistently meets standards. This level of performance represents successful, accomplished, and effective practice where the Principal has mastered the work of the position while continually improving the craft and science of her/his work.

**Needs Improvement-** Knowledge and performance are developing; however, performance is inconsistent, intermittent, or otherwise not entirely successful. Performance at this level is characteristic of someone in need of professional support to improve practice.

**Unsatisfactory-** Knowledge and/or performance are not acceptable. The principal needs to take immediate steps to improve his or her knowledge and/or performance