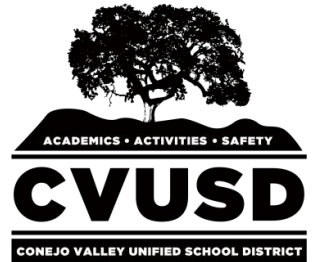


Mark W. McLaughlin, Ed.D.  
Superintendent

Robert Iezza  
Deputy Superintendent, Human Resources



## MEMORANDUM

**TO:** TK-12 Principals/Teachers

**FROM:** Robert Iezza, Deputy Superintendent, Human Resources  
Lou Lichtl, Assistant Superintendent, Instructional Services  
Dr. Jim Garza, Director, Secondary Education  
Jeanne Valentine, Director, Elementary Education  
UACT

**DATE:** April 20, 2018

**SUBJECT: PRINCIPAL'S FEEDBACK SURVEY**

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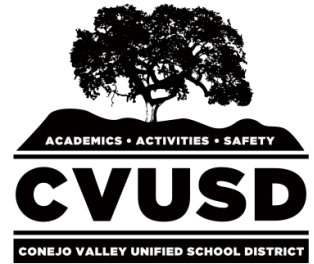
While the intent of the survey is purely to provide for self-reflection on the part of the principal, sharing of some aspects of that reflection with staff would seem to be important to answer the question, "Why should I take time to fill this out?"

A NEW & IMPROVED 14-item survey was developed by a representative committee. This survey does not replace other instruments used or required as part of needs assessments for school plans or other professional goal setting.

**Please complete the following fillable survey, print it out, place in a sealed envelope and return to your UACT Site Representative by the end of the day on Monday, April 30, 2018.**

Mark W. McLaughlin, Ed.D.  
 Superintendent

Robert Iezza  
 Deputy Superintendent, Human Resources



**Principal's Name:** \_\_\_\_\_

Please choose the number from the Rating Scale to the right that best applies to each statement and record it in the box next to each item. Your comments, *both positive and constructive*, are strongly encouraged. Please provide context and details to guide continuous improvement. Thank you!

Rating Scale:	
4	Almost Always True
3	Frequently True
2	Sometimes True
1	Rarely True

**STATEMENT**

**RATING**

1. Articulates a vision, and implementation strategies, for improvements and changes, which will result in improved achievement for all students.  Comment:	
2. Creates a collaborative environment which distributes leadership opportunities and decision making throughout the school.  Comment:	
3. Leads the discussion about standards for curriculum, assessment and best instructional practices in order to enhance student outcomes.  Comment:	
4. Develops and enforces expectations, structures, rules and procedures for students.  Comment:	
5. Effectively and efficiently navigates the complexity of human interactions in a respectful manner that builds strong working relationships.  Comment:	
6. Provides teachers with materials and professional development for the necessary execution of their jobs.  Comment:	

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Superintendent

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7. Comprehends and acts on the understanding of the positive role that a collaborative work environment can play in the school's culture.  Comments:	
8. Manages available resources (financial, personnel, etc.) to effectively meet the needs of staff and students.  Comment:	
9. Creates processes and schedules that minimize disruptions and protects instructional time and focus.  Comment:	
10. Evaluates teachers in a fair and equitable manner with the focus on improving performance and providing support when needed.  Comment:	
11. Represents the school community in an ethical and positive manner with community groups, parents and others.  Comment:	
12. Facilitates and encourages dialogue on site issues, activities, and school improvement efforts.  Comment:	
13. Ensures effective instructional practice by visiting my classroom regularly.  Comment:	
14. Effectively communicates information to the staff in a timely and relevant manner.  Comment:	