

# MONTANA EDUCATOR PERFORMANCE APPRAISAL SYSTEM

## FRAMEWORK FOR LEADING – PRINCIPAL GUIDE

### **DOMAIN 1: Vision and Goals**

*(ISLLC Standard 1)*

#### **1a Assessing Data**

\*Collaboratively develop a shared vision and mission \*Use data to identify goals, assess organizational effectiveness \*Develop rigorous, concrete school improvement goals

#### **1b Implementing Vision and Goals**

\*Create and implement plan to achieve school improvement goals

#### **1c Promoting Vision and Goals**

\*Support continuous and sustainable improvement \*Develop mentoring and induction programs

#### **1d Communicating Vision and Goals**

\*Communicate effectively with stakeholders about progress toward meeting improvement plan goals \*Monitor and evaluate the impact of the instructional program \*Revise improvement goals

### **DOMAIN 2: Culture of Learning**

*(ISLLC Standard 2)*

#### **2a Advocating a Culture of learning**

\*Nurture and sustain a culture of collaboration, trust, learning, and high expectations \*Create a comprehensive, rigorous, and coherent curricular program

#### **2b Monitoring the Culture of Learning**

\*Develop assessment and accountability systems to monitor student progress \*Supervise instruction \* Use evidence of teacher practice and student outcomes to make decisions on instructional improvement and teacher effectiveness

#### **2c Sustaining the Culture of Learning**

\*Develop instructional and leadership capacity of staff \*Promote use of effective and appropriate technologies to support teaching and learning

#### **2d Maintaining the Culture of Learning**

\*Monitor and evaluate impact of the instructional program \*Analyze data to differentiate instruction to meet student need

### **DOMAIN 4: Professional Responsibilities**

*(ISLLC Standards 4,5, & 6)*

#### **4a Maintaining Professional Relationships**

\*Foster and maintain positive relationships with adults and students \*Demonstrate respect for others' opinions \*Sensitive to diversity in the school community

#### **4b Promoting Family and Community Involvement (ISLLC Standard 4)**

\*Responsive to diverse cultural, social and intellectual resources \*Build and sustain positive relationships with families and caregivers and productive relationships with community partners

#### **4c Demonstrating Fairness (ISLLC Standard 5)**

\*Act with fairness and consistency with students and staff \*Foster high expectations that success is possible for all students \*Model principles of self-awareness, reflective practice, transparency, and ethical behavior

#### **4d Growing and Developing Professionally**

\*Seek feedback on professional practice, self-reflect, and adjust professional practice based on that feedback \*Engage in professional learning opportunities aligned with the needs of the school

### **DOMAIN 3: Management**

*(ISLLC Standard 3)*

#### **3a Solving Problems or Concerns**

\*Monitor and evaluate management and operational systems \* Provide leadership in problem-solving processes \*Implement equitable system to ensure all students have access to high quality learning opportunities

#### **3b Managing Resources**

\*Obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources \*Ensure teacher and organizational time is focused to support quality instruction and student learning

#### **3c Complying with Policies and Procedures**

\*Ensure school operations comply with federal and state law \*Fulfill reporting requirements \*Maintain confidentiality of school and district records

#### **3d Protecting the Welfare and Safety of Students and Staff**

\*Develop capacity for distributed leadership \*Review and refine school district safety procedures \*Create positive school district culture



# Montana Educator Performance Appraisal System Cycle (Montana EPAS – Principal Cycle)

AUG - SEPT

District/School Strategic Plan and Goals

PPRG Form 1

Principal Professional Responsibilities and Goals

OCT - MAR

Formative Feedback Conference

*This may occur  
more than one time.*

Feedback Form

APRIL - MAY

Summative Evaluation Conference

Summative  
Evaluation  
Form

PPRG Form 2

Improvement Plan Process

**KEY**

**FORMS**

**Process/Conferences**

