The following competencies are taken directly from the ELCC Building Level Standards and cross-walked with the Colorado Principal Quality Standards. Please circle your ratings of the intern on each competency according to the following criteria:

**NO** Not observed—This rating is neither negative nor positive, and items rated NO are not calculated into the mean score.

**US** Unsatisfactory—demonstrates adequate competency compared with first-year principal performance and recommend that it be added to the induction growth plan. This rating counts as one (1) point in the calculated mean score.

**S** Satisfactory—demonstrates average competency compared with first-year principal performance. This rating counts as two (2) points in the calculated mean score.

**ID** In Depth—demonstrates superior competency compared with first-year principal performance. This rating counts as three (3) points in the calculated mean score.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Rating</th>
<th>Points</th>
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</thead>
<tbody>
<tr>
<td>1.1 Candidates understand and can collaboratively develop, articulate, implement, and steward a shared vision of learning for a school (Ia, Ib, IId, IIIa, IIIb, IIc, VIIa, VIIb).</td>
<td>NO US S ID</td>
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<tr>
<td>1.2 Candidates understand and can collect and use data to identify school goals, assess organizational effectiveness, and implement plans to achieve school goals (Ia, Ib, Ic, Ila, VIIc).</td>
<td>NO US S ID</td>
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<tr>
<td>1.3 Candidates understand and can promote continual and sustainable school improvement (Ia, Ib, Ic, Ila, IIIId, VIIc).</td>
<td>NO US S ID</td>
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<tr>
<td>1.4 Candidates understand and can evaluate school progress and revise school plans supported by school stakeholders (Ib, Ic, Id, Ila, IIIa, IIIId, VIa, VIIc).</td>
<td>NO US S ID</td>
<td></td>
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<tr>
<td>2.1 Candidates understand and can sustain a school culture and instructional program conducive to student learning through collaboration, trust, and a personalized learning environment with high expectations for students (Ib, Ila, IIc, Ile, IVa, VIIa, VIIb, VIIc).</td>
<td>NO US S ID</td>
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<tr>
<td>2.2 Candidates understand and can create and evaluate a comprehensive, rigorous, and coherent curricular and instructional school program (Ib, Ila, IIc, Ile, VIIa, VIIb, VIIc).</td>
<td>NO US S ID</td>
<td></td>
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<tr>
<td>2.3 Candidates understand and can develop and supervise the instructional and leadership capacity of school staff (Ic, Id, IIb, IIc, Ile, IIId, IVa, IVb, IVc, Vb).</td>
<td>NO US S ID</td>
<td></td>
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</tbody>
</table>
2.4 Candidates understand and can promote the most effective and appropriate technologies to support teaching and learning in a school environment (Ib, IIa, IIc, IId, IVa, VIIa, VIIb).

3.1 Candidates understand and can monitor and evaluate school management and operational systems (IVb, IVc, Va, Vb, Vd, Ve, VIb).

3.2 Candidates understand and can efficiently use human, fiscal, and technological resources to manage school operations (IVb, Va, Vb).

3.3 Candidates understand and can promote school-based policies and procedures that protect the welfare and safety of students and staff within the school (IIIa, IIIc, Vd, Ve, Vf).

3.4 Candidates understand and can develop school capacity for distributed leadership (Ib, Id, IVa).

3.5 Candidates understand and can ensure teacher and organizational time focuses on supporting high-quality school instruction and student learning (Ib, IIa, IIb, IIc, IId, Ile, IVa, IVc, VIIa, VIIb).

4.1 Candidates understand and can collaborate with faculty and community members by collecting and analyzing information pertinent to the improvement of the school’s educational environment (Iib, Ile, IIIa, IIId, VIa, VIIc).

4.2 Candidates understand and can mobilize community resources by promoting an understanding, appreciation, and use of diverse cultural, social, and intellectual resources within the school community (Ic, IIIa, IIIc, Vc, VIa, VIc).

4.3 Candidates understand and can respond to community interests and needs by building and sustaining positive school relationships with families and caregivers (IIIa, Vb, VIa, VIc).

4.4 Candidates understand and can respond to community interests and needs by building and sustaining productive school relationships with community partners (IIIa, Vb, VIa, VIc).

5.1 Candidates understand and can act with integrity and fairness to ensure a school system of accountability for every student’s academic and social success (Ic, IIc, IId, Ile, IIIa, IIIb, IIIc, IId, Vd, VIb, VIIa, VIIb).

5.2 Candidates understand and can model principles of self-awareness, reflective practice, transparency, and ethical behavior as related to their roles within the school (IIIa, Vb).

5.3 Candidates understand and can safeguard the values of democracy, equity, and diversity within the school (IIIa, IIIb, IIIc, VIIb).
5.4 Candidates understand and can evaluate the potential moral and legal consequences of decision making in the school (Va, Vb, Ve).

5.5 Candidates understand and can promote social justice within the school to ensure that individual student needs inform all aspects of schooling (Ic, IId, Ile, IIIda, IIIb, IIIc, VIIa, VIIb).

6.1 Candidates understand and can advocate for school students, families, and caregivers (IIIda, IIIdb, IIIc, Ve).

6.2 Candidates understand and can act to influence local, district, state, and national decisions affecting student learning in a school environment (IIe, IId, Va, Ve, VIIb).

6.3 Candidates understand and can anticipate and assess emerging trends and initiatives in order to adapt school-based leadership strategies (Ic, IIc, Ile, IIId, Va, VIb, VIIa, VIIb).

TOTAL NUMERICAL SCORE

MEAN OF NUMERICAL SCORES

Please comment on the strengths of this intern:

Please comment on areas in which this intern needs to improve performance:

Additional comments:

School Name/District ___________________________ School Phone ___________________________

School Address ________________________________________________________________

Principal Mentor Printed Name_____________________________________________________

Principal Mentor Signature______________________________ Date_____________________

Intern Signature ________________________________________________