Mississippi Principal Evaluation System
Standards and Indicators

Effective principals are leaders who help ensure that all students reach ambitious targets of performance. That is, they ensure a high level of academic success for every student.

They make student success a reality by:

1. Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders:

   - Collaboratively develop and implement a shared vision and mission
   - Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning
   - Create and implement plans to achieve goals
   - Promote continuous and sustainable improvement
   - Monitor and evaluate progress and revise plans

2. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth:

   - Nurture and sustain a culture of collaboration, trust, learning, and high expectations
   - Create a comprehensive, rigorous, and coherent curricular program
   - Create a personalized and motivating learning environment for students
   - Supervise instruction
   - Develop assessment and accountability systems to monitor student progress
   - Develop the instructional and leadership capacity of staff
   - Maximize time spent on quality instruction
   - Promote the use of the most effective and appropriate technologies to support teaching and learning
   - Monitor and evaluate the impact of the instructional program

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3. Ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment:

- Monitor and evaluate the management and operational systems
- Obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources
- Promote and protect the welfare and safety of students and staff
- Develop the capacity for distributed leadership
- Ensure teacher and organizational time is focused to support quality instruction and student learning

4. Collaborating with faculty and community members, responding to diverse community interest and needs, and mobilizing community resources:

- Collect and analyze data and information pertinent to the educational environment
- Promote understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources
- Build and sustain positive relationships with families and caregivers
- Build and sustain productive relationships with community partners

5. Acting with integrity, fairness, and in an ethical manner:

- Ensure a system of accountability for every student's academic and social success
- Model principles of self-awareness, reflective practice, transparency, and ethical behavior
- Safeguard the values of democracy, equity, and diversity

6. Understanding, responding to, and influencing the political, social, economic, legal, and cultural context:

- Advocate for children, families, and caregivers
- Act to influence local, district, state, and national decisions affecting student learning
- Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies

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