

PRINCIPAL RECOMMENDATION FORM (For Leadership Candidates)

Referring Principal Name:		Length of Time Principal has known Candidate:	
Candidate Name:		Position Candidate is Applying For:	

1.	CATHOLIC FAITH, COMMUNITY & CULTURE					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
		No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	<ul style="list-style-type: none"> Models servant leadership Establishes a partnership with families and parish to support students' faith development Mentors new teachers in the school Promotes and models awareness and involvement in issues of social justice, human dignity and stewardship of Creation Recognizes people and situations which require a pastoral care Demonstrates a commitment to faith through modeling, facilitation and mentorship Has a strong, authentic and active faith reflective of Gospel values Consistently demonstrates commitment to the promotion of a Catholic school culture 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	COMMENTS:					
2.	SETTING DIRECTION					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
		No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	<ul style="list-style-type: none"> Establishes expectations for a safe, trusting, respectful Catholic learning environment Articulates learning and assessment goals for students Leads learning teams and committees to: ❖Promote Gospel Values ❖Establish and maintain school improvement goals Inspires, challenges, motivates, and empowers students and colleagues Promotes and demonstrates system/board Catholic vision to the greater community Models the values and vision of the board both within the classroom and in the wider educational community Uses new technologies, understanding their use in the classroom and their impact on student achievement Understands how data informs instruction Has a commitment to setting goals with students and colleagues that are challenging, realistic and achievable Consistently articulates a belief that all students can learn 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	COMMENTS:					

3.	BUILDING RELATIONSHIPS AND DEVELOPING PEOPLE					
	<ul style="list-style-type: none"> This candidate demonstrates the following look-fors: 	Evidence of Current Practice				
	<ul style="list-style-type: none"> Respects students by providing differentiated evidence-based instruction to meet varied needs and learning styles while promoting the Ontario Catholic School Graduate Expectations Provides effective classroom management practices and applies rules in a fair and consistent manner reflective of the teachings of Jesus Christ Approaches resistance with respect, listens to understand, and engages in constructive problem-solving Supports and initiates school events and facilitates extra-curricular activities while encouraging servant leadership Engages and welcomes parents and community members as respected, valued partners Effectively works in a Catholic professional learning community Gives and receives effective feedback Challenges, influences and motivates students and colleagues to attain high goals Understands the relationship between own professional practice and school improvement 	No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	COMMENTS:					
4.	DEVELOPING THE ORGANIZATION					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
	<ul style="list-style-type: none"> Models Catholic values, continuous improvement and life-long learning Engages in inquiry-based professional learning to identify and implement evidence-based instructional and assessment strategies Engages in professional development, faith formation and shares best practices Fosters a culture of change Listens, acts and reflects on student, parental and colleague feedback Implements strategies to encourage parent involvement Has knowledge of Ministry and board policies and procedures Demonstrates authentic Catholic Leadership Exhibits a transformative style of leadership based on trust and mutuality 	No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	COMMENTS:					

5.	IMPROVING THE INSTRUCTIONAL PROGRAM					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
	<ul style="list-style-type: none"> • Engages students in meaningful and relevant faith-filled learning activities • Utilizes evidence-based and differentiated instructional strategies to meet student needs and abilities • Utilizes a variety of effective assessment strategies; and implements assessment for, as and of learning • Incorporates 21st century content, global perspectives, learning skills, resources and technologies • Provides additional resources to help students achieve success and meet the Ontario Catholic Graduate Expectations • Advocates for at-risk learners • Participates in learning networks to share and implement best practices and to support student achievement • Participates in life-long learning opportunities • Engages in inquiry-based professional learning to inform instructional practices and to contribute to a culture of learning • Has knowledge of strategies for improving achievement • Has knowledge of use of new and emerging technologies to support teaching and learning • Sustains a safe, secure and healthy classroom and school environment 	No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	COMMENTS:					
6.	SECURING ACCOUNTABILITY					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
	<ul style="list-style-type: none"> • Utilizes relevant data and the Ontario Catholic Graduate Expectations to: <ul style="list-style-type: none"> ❖ Inform instructional and assessment practices ❖ Improve student achievement ❖ Close achievement gaps • Engages in ongoing communication with parents in regards to student progress • Upholds the moral and ethical teachings of the Catholic Church • Consistently communicates with parents to: <ul style="list-style-type: none"> ❖ Report student progress ❖ Solve problems and celebrate successes • Actively participates in and provides input for the evaluation of school effectiveness • Uses of a range of evidence to support, monitor, evaluate and improve classroom and school performance • Demonstrates a commitment to personal self-evaluation and reflection 	No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	COMMENTS:					

7.	PERSONAL LEADERSHIP RESOURCES					
	This candidate demonstrates the following look-fors:	Evidence of Current Practice				
		No Evidence	Some Evidence	Moderate Level of Evidence	High Level of Evidence	N/A Don't Know
	<ul style="list-style-type: none"> • Prioritizes problem-solving efforts based on impact on student learning • Analyzes the nature of a problem, before seeking a solution • Understands the influence of family conditions on student learning and implements policies to improve parental involvement • Demonstrates ability to control his/her own emotions • Recognizes his/her emotional responses and how these emotional responses influence his/her actions • Is able to control his/her own temper and handle difficulties rationally • Approaches school leadership with an optimistic point of view • Sees the positive elements of most situations • Persists in a task regardless of the obstacles • Thrives in challenging situations and is able to rise to the occasion • Demonstrates initiative and perseverance in bringing about meaningful change • Exhibits confidence, optimism, hope, resiliency, integrity and trust 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	COMMENTS:					
8.	RECOMMENDATION:					
	I would recommend this candidate for a leadership position with PVNCCDSB.	<input type="checkbox"/>				
	I would want this candidate to be a Principal or Vice Principal in my school next September.	<input type="checkbox"/>				
	I would not recommend this candidate for a leadership position with PVNCCDSB at this time.	<input type="checkbox"/>				
9.	PRINCIPAL COMMENTS:					

Click here to enter a date.

Principal Name/Signature

Date