

Applicant's Name (Print): _____
 Last First M.I.

The Principal/Supervisor may decline to complete the Principal/Supervisor Recommendation Form until the applicant's overall readiness level is satisfactory.

Principal Readiness Rubric			
1	2	3	4
Limited or no evidence of applying experience, knowledge, and/or dispositions of school leadership.	Demonstrates evidence of applying experience, knowledge, skills, and/or dispositions of school leadership to impact individuals, targeted groups and/or circumstances.	Demonstrates consistent evidence of applying experience, knowledge, skills, and dispositions of school leadership to impact individuals, targeted groups, circumstances to impact school improvement.	Consistently integrates his/her experience, knowledge, skills, and dispositions of school leadership to lead and impact school improvement.

- Shared Vision
- Instructional Leadership
- Develops an Effective School Improvement Plan
- Data Informed Decision Making
- Systems Thinking
- Systems of Support that Inspire Change and Leads to Growth and Improvement
- Department Expectations

Overall Standard 1 Rating	
Evidence to support rating:	

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

- Instructional Improvement Cycles
- Instructional Leadership
- Develops and Maintains a Positive School Culture

Overall Standard 2 Rating	
Evidence to support rating:	

STANDARD 3: Implements effective and efficient organization, operation, and resource systems for an optimal learning environment.

- School Campus/Facilities
- Operations
- Department Procedures and Policies Related to Operating a School

Overall Standard 3 Rating	
Evidence to support rating:	

STANDARD 4: Engaging the community in a meaningful, culturally responsive environment.

- Community Awareness
- Community Partners
- Effective Communication

Overall Standard 4 Rating	
Evidence to support rating:	

STANDARD 5: Regularly examines decisions and actions while maintaining high ethical standards.

- HIDOE Code of Conduct, Profile of an Effective School Leader and Hawai'i Adapted Framework for Teaching
- Reflective Practice
- Models Integrity, Fairness, and High Ethical Standards on a Consistent Basis
- Reflects on Practice and Decision-Making and Learns from Experiences

Overall Standard 5 Rating	
Evidence to support rating:	

STANDARD 6: Understanding, responding to, and advocating within the political, social, economic, legal, and cultural context.

- Laws Governing Education
- Political Structures that Affect Education

Overall Standard 6 Rating	
Evidence to support rating:	

Additional Principal/Supervisor Comments:

- ☐ I have discussed the full scope of Principal readiness and commitment to the Principalship with the applicant.
- ☐ I recommend the applicant named on Page1 for the HICISL Principal Certification Program.
- ☐ I do not recommend the applicant named on Page1 for the HICISL Principal Certification Program at this time.

Principal/Supervisor Name: _____

Position/Title: _____

School/Office: _____

Signature: _____ Date: _____