



PROFESSIONAL STANDARDS/INDICATORS FOR CATHOLIC SCHOOL PRINCIPALS

Each school's needs are unique and various local expectations may also apply.

STANDARD 1: Fosters Catholic Identity, Mission, and Vision within the Community

An effective principal in a Catholic school in the Diocese of Gaylord:

- Worships regularly as an active member of a local Roman Catholic Parish
- Models the teachings, values, and traditions of the Catholic Church and the charism of the school.
- Fosters a vibrant and active community of faith in which the Catholic identity of the school is lived and visible through daily prayer, meaningful liturgical celebrations, seasonal devotions, and service experiences.
- Engages in and provides opportunities for on-going spiritual formation that meets the requirements for catechetical certification.
- Ensures that the school's mission reflects the school's Catholic identity and informs school planning.
- Ensures that the Catholic religious studies program integrates Catholic teachings and Scripture throughout the curriculum and is in conformity with the United States Conference of Catholic Bishops (USCCB).
- Communicates, models, and proclaims the school's mission both internally and to the broader community.
- Promotes the mission statement by prominent display throughout the school and in a visible area of all classrooms.
- Shares a mission-driven vision with the school community and articulates the steps needed to realize the vision.

STANDARD 2: Fosters Academic Growth

An effective principal in a Catholic school in the Diocese of Gaylord:

2a. Student Growth

- Collects, analyzes, and utilizes ongoing academic data and resources to make educational decisions and support student progress throughout the year.
- Collaborates with teachers, as needed, to establish growth targets and approves all student growth targets.
- Aligns resources to promote the spiritual, social, and emotional growth, and physical well-being of all students in order to enhance academic growth.

2b. Educator Growth

- Demonstrates an understanding of the school's curriculum and progression of essential skills.
- Promotes instructional best practices and initiates growth and change needed to meet diverse learning needs and improve student performance.
- Analyzes and uses multiple data sources to support school-wide instruction for student success.
- Models and shares knowledge and skills attained through individual professional development
- Ensures that educators, collectively and individually, are engaged in on-going needs-based professional development.
- Provides feedback to faculty/staff that promotes and affirms professional growth and development.
- Provides, in keeping with the established teacher evaluation system, each educator with a summative evaluation.



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STANDARD 3: Fosters Pastoral and Professional Relationships

An effective principal in a Catholic school in the Diocese of Gaylord:

- Communicates effectively with administrative leadership and partners with the Catholic Schools Office regarding all pertinent school matters.
- Creates an atmosphere of hospitality, openness, and availability with teachers, students, and families.
- Provides an environment in which students are formed in the faith.
- Demonstrates active engagement through regular communications and a visible presence with all stakeholders.
- Collaborates with appropriate stakeholders for the purpose of decision making.
- Cultivates leadership among faculty, staff, and students.
- Demonstrates professionalism through attire and demeanor.

STANDARD 4: Fosters Effective Operations

An effective principal in a Catholic school in the Diocese of Gaylord:

- Operates in accordance with published diocesan and local policies and practices.
- Applies policies/procedures in a consistent manner.
- Selects and supports faculty/staff to enhance the school and its programs.
- Exhibits competence in planning, organization, follow-through, time management, and meeting deadlines.
- Provides input regarding and/or oversees:
 - Short and long-range goals to fulfill the school's mission and actualize its vision.
 - Quality instructional resources.
 - Technology to meet administrative and educational needs.
 - Marketing and institutional advancement.
 - Enrollment management.
 - A realistic and fiscally responsible budget.
 - A clean, well-maintained, safe, and secure facility.