**Performance Improvement Plan (Building Administrator)**

***Improvement Plan Team Members***

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| ***Primary evaluator****:* |
| ***Other team members****:* |

***Note to Improvement Plan Team Members:***

Additional documentation should be kept describing interactions with educators to support their work toward achieving the goal listed in the Improvement Plan. This documentation can be uploaded using the Artifact Upload Tool. Additional Performance Improvement Plan forms can be assigned to the educator if additional growth goals are needed.

***Growth Goal***

***State your goal. The goal should be specific and measurable.***

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***Alignment to Professional Practice***

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| * 1a. Establishes and maintains a school mission, vision, and goals that set clear and measurable high expectations for all students, educators, and stakeholders |
| * 1b. Continuously improves the school through effective planning and prioritizing, managing change, using research and best practices, monitoring progress, and allocating resources |
| * 1c. Models strong leadership qualities and exhibits actions that reflect the values of the district |
| * 2a. Develops a strong, collaborative culture focused on student learning and the development of professional competencies which leads to quality instruction |
| * 2b. Ensures the implementation of effective, research-based instructional practices aligned with Rhode Island and national standards |
| * 2c. Implements appropriate school strategies and practices for assessment, evaluation, performance management, and accountability to monitor and evaluate progress toward the mission, vision, and goals |
| * 3a. Ensures the success of each student by supervising and managing organizational systems and resources for a safe, high performing learning environment |
| * 3b. Establishes and maintains effective human resources management through selection, induction, and support of personnel |
| * 3c. Employs and improves an evaluation and support system that drives staff and student growth |
| * 3d. Establishes an infrastructure for finance that operates in support of improving learning and teaching |
| * 4a. Ensures the success of each student by collaborating with families and community members, contributing to community interests and needs, and maximizing opportunities through the sharing of resources |

***Alignment to Professional Responsibilities***

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| * PR1: Understands and participates in school/district initiatives |
| * PR2: Solicits and maintains records of, communicates appropriate information about students’ behavior, learning needs, and academic progress |
| * PR3: Acts on the belief that all students can learn and advocates for students’ best interests |
| * PR4: Works toward a safe, supportive, collaborative culture by demonstrating respect for everyone, including other educators, students, parents, and other community members in all actions and interactions |
| * PR5: Acts ethically and with integrity following all school, district, and state policies |
| * PR6: Engages meaningfully in school and district professional growth opportunities and enhances professional growth by giving and seeking assistance from other educators in order to improve student learning |
| * PR 7: Writes and Implements a Professional Growth Goal that addresses personal, school, or district needs and aims at improving administrator practice |

***Action Steps***

*Action Steps should describe what you will do to acquire the knowledge and skills necessary to achieve your goal. You should specify the anticipated date for completion of the action step and when you will check in with your evaluator to update progress toward each action step.*

***Action Step #1:***

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***Action Step #2:***

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***Action Step #3:***

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***Evidence of Achievement***

***What evidence will you use to demonstrate that your goal was met?***

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***Summary of supports provided to achieve your goal:***

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***Evaluator Comments:***

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***Evidence*:**

Use the Artifact Upload Tool, accessible from your Educator Dashboard, to upload and align evidence of professional growth, progress, or attainment at any point during the year.

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***At the end of the year, identify the extent to which the goal has been achieved.***

**Goal Status** (Circle One)**:**

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| Achieved | Not Achieved | In Progress |

***Additional Comments:***

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