Standard1: Purpose and Direction
Examples of Evidence

Practices
- Involvement by staff and community members in formation and/or processing of the purpose, direction and goals
- Indication by staff and community members that they are familiar with the purpose, direction and goals
- Wide distribution of the purpose and direction throughout the school
- Leadership actions that develop commitment to the purpose and direction, and indications that stakeholders enthusiastically embrace the purpose and direction of the school school
- Linkage established in school services and activities to the stated purpose, direction and goals
- Current and trend data relating to student achievement and engagement, student characteristics, and relevant school information are available to stakeholders
- Staff familiarity with appropriate data regarding student achievement and engagement, student characteristics, and relevant school information
- Stakeholder reports of how the allocation of resources within the school reflect the stated purpose, direction and goals
- Knowledge by stakeholders of discussion regarding purpose, direction and goals
- Perception among stakeholders regarding the contemporary nature of the purpose, direction and goals
- Perceptions among the stakeholders regarding the extent to which the articulated purpose, direction and goals characterize the operation of the school
- A variety of methods in which the school communicates with stakeholders
- The use of focus groups to process issues
- A formal process for stakeholders to present a grievance
- The inclusion of dialog with stakeholders in the communications process
- Evidence that the school responds to stakeholder input
- The range of engagement by stakeholders in the work of the school
- Individuals and groups representative of the service area that participate in the work of the school
- Awareness among stakeholders of the opportunities for engagement in the work of the school
- A wide variety of forums at which expectations for students and for school improvement are presented
- Stakeholder knowledge of expectations regarding student learning and of school improvement initiatives
- Examples of "two-way" communication between stakeholders and the school

Artifacts
- Vision and/or purpose statement
- List of beliefs and/or core values
- Information system

Standard 2: Governance and Leadership
Examples of Evidence

Practices

- Understanding among stakeholders of the specific and general policies and procedures established within the school
- Indications of compliance with local, state, and federal laws
- A variety of ways of reporting on student learning and school effectiveness
- An evaluation of organizational effectiveness
- Affirmation from stakeholders that leadership support for innovation and equity is taking place
- Professional development activities that reflect support for innovation and equity
- Student placement that provides for appropriate inclusion of students with special needs
- The degree of engagement by stakeholders in providing for services that impact student learning
- Access to learning opportunities that is equitable for all students
- Meaningful leadership roles assigned throughout the school
- Accomplishments of subordinate leaders within the school
- Mentoring of new staff
- Engagement and recognition of student leadership in various ways throughout the school
- Understanding among the stakeholders of the decision-making procedures within the school
- Leadership opportunities provided by stakeholder groups that impact school operations
- Avenues for two-way communication for stakeholders
- Connection between the staff evaluation school and professional growth of staff

Artifacts

- School policy manual
- Personnel handbook
- Information technology system
- Surveys/evaluation instruments on school effectiveness
- Stakeholder perception data
- Professional development program
- Personnel evaluation system
- Organizational chart
- Calendar of stakeholder meetings
- Agendas/minutes of stakeholder meetings regarding student learning and school effectiveness
- Budget allocation documents
- Program and/or project descriptions

Standard 4: Resources and Support Systems
Examples of Evidence

Practices
- Trends in staff recruitment and resignation
- Level of staff preparation in specific area of assignment
- Level of pedagogical preparation for assigned responsibilities
- Engagement of new and veteran staff in mentoring programs
- Experiential background of staff relative to assigned responsibilities
- Evaluation of staff that includes focus on best practice
- The extent to which staff are involved in personal plans of professional development
- The engagement of all school employees in appropriate professional growth
- A variety of ways in which staff are evaluated in their areas of responsibility
- Alignment of resource allocation to services provided and school improvement plan requirements
- Degree of satisfaction among stakeholders regarding resource allocation for services and programs
- Indication that staff are knowledgeable that policies and procedures (audits) are in place to safeguard financial transactions from fraudulent practices
- Indications in perception data of concern for a safe and orderly environment
- Indication that facilities are regularly inspected and maintained
- Plans for continual updating of facilities
- Budget allocation for maintenance and facility development
- Regular updates to evacuation and crisis management plans
- Degree of consultative assistance available to school

Artifacts
- Documentation of position requirements
- Description of staff induction and professional development expectations
- Professional development plan and/or opportunities
- Data regarding staff retention and recruitment
- Written process describing how facilities are regularly inspected and maintained and data demonstrating the quality of these processes
- Agendas/minutes of staff meetings
- Evaluation system for new and continuing staff
- Annual budget
- Long range facility plans
- Facility maintenance history
- *Financial audits*
- Stakeholder perceptions
- Crisis management plan
- Building evacuation plan
- Violations and/or citations from state agencies

- The collection and analysis of multi-year trend data regarding student achievement and school effectiveness

Artifacts

- Description of the school's improvement process
- School profile information
- School's improvement plan that focuses on student learning and organizational effectiveness
- A plan that includes components that provide specific goals, a set of appropriate assessments, a set of interventions expected to cause growth to occur, and a plan for ensuring that the staff have the skills to implement the plan
- Student performance and achievement data in the school
- Agendas/minutes of meetings regarding improvement activities and results
- Professional development plans
- Evaluation data on impact of interventions
- Communications to stakeholders regarding improvement activities and results
- Description of staff induction and professional development expectations
- Professional development plan and/or opportunities
- Data regarding staff retention and recruitment
- Written process describing how facilities are regularly inspected and maintained and data demonstrating the quality of these processes
- Agendas/minutes of staff meetings
- Evaluation system for new and continuing staff
- Annual budget
- Long range facility plans
- Facility maintenance history
- Financial audits
- Stakeholder perceptions
- Crisis management plan
- Building evacuation plan
- Violations and/or citations from state agencies