



**COMMUNITY  
CHARTER  
SCHOOL**

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**\*1. Name of Evaluator**

LEADERSHIP ATTRIBUTES: The Head of School should effectively articulate a vision and agenda, be inspiring and motivating to all stakeholders within the Link Community, model high standards, and display enthusiasm, energy, passion, decisiveness and dedication the school.

**\*2. Please describe the leadership qualities you value in the Head of School and identify key strengths.**

**\*3. Please describe the leadership areas where the Head of School could improve or benefit from further focus or professional development.**

**\*4. Please rate the Head of School's leadership attributes:**

Unacceptable performance: Does not meet standards.

Improvement Necessary: Performance has significant deficiencies which must be addressed.

Satisfactory: Meets minimum expectations. No significant weaknesses to address.

Effective: Solid, expected, professional work. Typical of a skilled administrator.

Highly Effective: Signifies truly outstanding work

Unacceptable performance: Does not meet standards.

Improvement Necessary: Performance has significant deficiencies which must be addressed.

Satisfactory: Meets minimum expectations. No significant weaknesses to address.

Effective: Solid, expected, professional work. Typical of a skilled administrator.

Highly Effective: Signifies truly outstanding work

MANAGEMENT ATTRIBUTES: The Head of School is responsible for setting priorities, delegating, using the organizational structure to get results, policy implementation, team management, & time management.

**\*5. Please describe the Head of School's management strengths.**

**\*6. Please describe the management areas in which the Head of School can improve or benefit from further focus or professional development.**

**\*7. Please rate the Head of School's management attributes:**

Unacceptable performance: Does not meet standards.

Improvement Necessary: Performance has significant deficiencies which must be addressed.

Satisfactory: Meets minimum expectations. No significant weaknesses to address.

Effective: Solid, expected, professional work. Typical of a skilled administrator.

Highly Effective: Signifies truly outstanding work

Unacceptable

Improvement Necessary: Performance

Satisfactory: Meets

Effective: Solid, expected,

Highly Effective:

Unacceptable performance: Does not meet standards.	Improvement Necessary: Performance has significant deficiencies which must be addressed.	Satisfactory: Meets minimum expectations. No significant weaknesses to address.	Effective: Solid, expected, professional work. Typical of a skilled administrator.	Highly Effective: Signifies truly outstanding work
performance: Does not meet standards.	has significant deficiencies which must be addressed.	minimum expectations. No significant weaknesses to address.	professional work. Typical of a skilled administrator.	Signifies truly outstanding work

**TALENT MANAGEMENT:** The Head of School is responsible for attracting, developing, evaluating and retaining staff and faculty. The Head of School should also place appropriate emphasis on programs and processes like professional development, compensation, and benefits. The Head of School is accountable for fostering a fulfilling professional environment that helps LCCS be viewed as an attractive employer of exceptional teachers and staff members.

**\*8. Please describe the Head of School’s talent management strengths.**

**\*9. Please describe the talent management areas in which the Head of School can improve or would benefit from further focus or professional development.**

**\*10. Please rate the Head of School’s talent attributes:**

Unacceptable performance: Does not meet standards.	Improvement Necessary: Performance has significant deficiencies which must be addressed.	Satisfactory: Meets minimum expectations. No significant weaknesses to address.	Effective: Solid, expected, professional work. Typical of a skilled administrator.	Highly Effective: Signifies truly outstanding work
<input type="radio"/> Unacceptable performance: Does not meet standards.	<input type="radio"/> Improvement Necessary: Performance has significant deficiencies which must be addressed.	<input type="radio"/> Satisfactory: Meets minimum expectations. No significant weaknesses to address.	<input type="radio"/> Effective: Solid, expected, professional work. Typical of a skilled administrator.	<input type="radio"/> Highly Effective: Signifies truly outstanding work

Unacceptable performance: Does not meet standards.	Improvement Necessary: Performance has significant deficiencies which must be addressed.	Satisfactory: Meets minimum expectations. No significant weaknesses to address.	Effective: Solid, expected, professional work. Typical of a skilled administrator.	Highly Effective: Signifies truly outstanding work
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LCCS COMMUNITY: The Head of School is responsible for continuously strengthening and developing the LCCS community. The Head of School 's ability to relate to students and their families, Board members, partners, visitors, the DOE, and other members of the Newark educational ecosystem with enthusiasm, sensitivity, responsiveness and command is critical to this function. In addition, the Head must have sufficient knowledge of each student and family in order to be effectively responsive to concerns about specific individuals. Finally, the Head of School is responsible for setting a daily example and promoting and working to instill the core values of LCCS.

**\*11. Please describe the Head of School's strengths in fostering a healthy and vibrant LCCS community.**

**\*12. Please describe areas and provide any specific suggestions for the Head of School to improve in building the LCCS school community.**

**\*13. Please rate the Head of School's community building:**

Unacceptable performance: Does not meet standards.	Improvement Necessary: Performance has significant deficiencies which must be addressed.	Satisfactory: Meets minimum expectations. No significant weaknesses to address.	Effective: Solid, expected, professional work. Typical of a skilled administrator.	Highly Effective: Signifies truly outstanding work
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**14. Please add any comments that you feel are important and address areas of the Head of School's performance that were not addressed in previous questions.**

**15. Please identify up to three (3) goals you would recommend that the Head of School focus on with regards to his/her personal professional growth and leadership.**

1.

2.

3.

Thank you for supporting the growth of our school leader!