

Cedars International Academy

Evaluation

Name: Dr. Mark Diaz Position: Superintendent/Principal

Date Completed: December 9, 2010

Standard 1: Strategic Leadership

- 1.1 articulates a vision and implementation strategies for improvements and changes which result in improved achievement for all students.
- 1.2 Develops and improves the school's identity, in part, is derived from the vision, mission, values, beliefs and goals of the school.
- 1.3 Plans for continuous, comprehensive, systemic school improvement.
- 1.4 Uses data for vision-driven change.
- 1.5 Promotes personal reflection (open to continuous review and revision through thoughtful study of one's beliefs and practices).
- 1.6 Uses fundamental principles of interpersonal communication, consensus building, conflict resolution, and organization change.
- 1.7. Develops and enforces expectations, structures, rules and procedures for students and staff.
- 1.8. Acknowledges failures and celebrates accomplishments of the school in order to define the identity, culture and performance of the school.

Narrative (Self-Evaluation):

Develop and articulate a vision that is congruent with CIA's charter.

Expand grade level to PK-8.

Create procedures for the Staff.

Create and maintain a Cedars newspaper & website.

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
Vision	February 09	Ongoing	Mission Statement created, reviewed by BOT, Governance Council, and PTO. Still Ongoing.
Grade Level Expansion	January 09	Completed	PK (2 classes) added August 2009. 8 th grade August 2010.
Staff Procedures	July 08	Completed	Teacher Handbook created.
Newspaper & Website	Nov. 08	Ongoing	Newspaper s (2 created in Fall of 2009) & Website updated .

Elements	<input type="checkbox"/> Not Visible	<input type="checkbox"/> Below Expectations	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Accomplished	<input type="checkbox"/> Distinguished	<input checked="" type="checkbox"/> Exemplary
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Standard 2: Instructional Leadership

- 2.1 Identifies and codifies varied instructional strategies.
- 2.2 Supports a culture for a caring-school community.
- 2.3 Uses student assessment grounded in the belief that each student can learn.
- 2.4 Uses student data to improve instruction.
- 2.5 Develops, evaluates, and refines curriculum.
- 2.6 Plans professional development for staff and establishes processes and systems in order to ensure a high-quality, high-performing staff.
- 2.7 Assesses the level of commitment to life-long learning of staff and students.
- 2.8 Assesses and implements a school climate and culture supportive of research-based best instructional practices.

Narrative (Self-Evaluation):
Create and utilize a comprehensive curriculum, instruction, & assessment system.
Create a culture of efficacy and academic optimism
School will attain exemplary status.

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
Curriculum, instruction, and assessment	Aug. 08	Ongoing	Benchmarks Assessments system created. Use of data at teacher level needs to improve. CSCOPE purchased Comprehensive Professional Development created.
Efficacy & optimism	Jan. 09	Ongoing	Survey results from parents indicate over 85% success rat
Exemplary	July 08	July 2012	Acceptable campus in 2009. Gold Acknowledgements: Science, Math. Attendance

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Standard 3: Management and Administration

- 3.1 Uses effective models of management that support effective learning and teaching.
- 3.2 Analyzes and effectively problem-solves to ensure effective operations procedures.
- 3.3 Involves stakeholders in management decision-making through consensus building.
- 3.4 Stimulates building budget development.
- 3.5 Utilizes human resources across the facility.
- 3.6 Practices responsible facility management.
- 3.7 Implements effective safety and accessibility regulations.
- 3.8 Uses technology to manage school operations.

Narrative (Self-Evaluation):
Create Teacher Evaluation System
Hold Governance Council Meetings
Manages the day to day care of safe and clean facilities including technology

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
Teacher Evaluation System	January 2009	Ongoing	Evaluation System in place. All teachers had one of 2 observations by Nov. 20. Suggest to move to PDAS for the 2010-2011 school year
Governance Council	July 2008	Ongoing	Monthly meetings held with agendas.
Facilities and Technology	July 2008	Ongoing	Custodian schedule, fire schedules, technology plan all in place. Funding received.

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Standard 4: Budget and Finance

- 4.1 Uses effective models of management that support effective implementation of the school budget.
- 4.2 Analyzes and effectively problem-solves Issues that impact the budget.
- 4.3 Involves stakeholders in budget development decision-making through consensus building.
- 4.4 Reflects school priorities in development and implementation of budget.
- 4.5 Budgets are open to public scrutiny.
- 4.6 Practices responsible financial management.
- 4.7 Uses technology to manage financial operations.

Narrative (Self-Evaluation):
Operate within a balance budget
Create a budget process

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
Budget	July 08	Ongoing	Monthly financial reports to the board given; Healthy fund balance.
Budget process	Jan 09	Ongoing	Process created and budget discussed at the board meeting; On schedule to pay off 2 of the 3 loans early (1 and 5 years early)

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Standard 5: Board and Community

- 5.1 Fosters the involvement of the community in the educational programs of the school.
- 5.2 Promotes involvement of the school board in the life of the community.
- 5.3 Designs and utilizes various forms of formal and informal communication so that the focus of the school can be on improved student achievement.
- 5.4 Institutes collaboration and communication among members of the school personnel and school community.
- 5.5 Demonstrates ethical decision-making in all school and community relations.
- 5.6 Adapts to audiences and makes educational issues clear to parents, board members and other arenas.
- 5.7. Deals tactfully with others, especially in stressful situations.

Narrative (Self-Evaluation):
Strengthen PTO
Strengthen Volunteer program
Hold public meetings

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
PTO	July 08	Ongoing	Monthly meeting with PTO are held. Chocolate sales went from 35 boxes to 240 boxes sold, fundraising at all time hi;
Volunteer program	July 08	Ongoing	Two Saturday Work days have been held ; system establish base line of hours tallied.
Public meetings	July 08	Ongoing	Public meetings held at the beginning of the year (3).

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Standard 6: Legal Issues

- 6.1 Subscribes to state and federal requirements.
- 6.2 Stays current with all legal enactments pertaining to the school.
- 6.3 Adjusts the Internal rules governing school and personnel to meet the prevailing requirements of laws and regulations.
- 6.4 Aligns policy decisions to the welfare of students and their families.
- 6.5 Informs school board and community of relevant developments.

Narrative (Self-Evaluation):
Follow Federal and State Guidelines
Ensure Employees folders are updated with legal requirements
Create and maintain up to date CIA board policy manual.

Goals	Begin by	Completed by	Indicated by/ Demonstrated by
Federal and State Guidelines	July 08	Ongoing	Federal and State Reports; Highly Qualified Status reports; Performance Based Monitoring Results all were turned in on time. Guidelines followed.
Employees	July 08	Ongoing	Criminal Checks have been conducted; Professional Development requirements are being followed
Board Policy Manual	February 09	Ongoing	Board Policy Manual created. Policies added on an as need basis. New policies are being added on an as needed basis.

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Superintendent / Principal Signature WGE Date 12/9/2010

Board Chair or Designee Signature Maria A. Steiner Date 12/9/2010