

**Category I: Personal Excellence**

<b>Category I: Personal Excellence Criteria</b>	<b>Evidence to support a rating of 1:</b>	<b>Evidence to support a rating of 2:</b>	<b>Evidence to support a rating of 3:</b>
Models continuous professional growth	Reports ongoing professional growth through local, district, university, state affiliate, and/or NASSP offerings	Plus reports engagement in other education organizations or related professional communities	Plus reports significant examples of public recognition and additional service to the profession
Interacts with others professionally and tactfully	Reports positive interactions with students, parents, teachers, community members, and district personnel	Plus reports how these interactions have enhanced the climate and culture of the school	Plus reports proactive interactions that support a positive school climate and culture
Communicates effectively in speaking and writing	Articulates clearly in writing throughout the application	Plus reports how personal communication has supported a collaborative culture for student learning	Plus reports recent and substantive professional writing and/or speaking examples
Models values, beliefs, and attitudes that encourage others to higher levels of performance	Reports specific values, beliefs, and attitudes that guide the school's vision and mission to foster high levels of performance	Plus reports link between his or her beliefs that have supported improvement in school climate, culture, and performance	Plus reports specific behaviors or actions that have increased leadership capacity and performance in the school community
Demonstrates commitment to NASSP and its programs through continuous membership and participation in state affiliate and national programs for school and student leaders.	Reports membership in state affiliate and NASSP, as well as student program(s), i.e., NHS, NJHS, NatStuCo	Plus reports specific involvement in state affiliate; NASSP; and/or student programs as officer, presenter, author, advocate, or in other relevant ways	Plus reports significant student engagement in community and school projects through affiliation with one or more NASSP student programs

**Category II: Collaborative Leadership**

<b>Criteria</b>	<b>Evidence to support a rating of 1:</b>	<b>Evidence to support a rating of 2:</b>	<b>Evidence to support a rating of 3:</b>
Involves teachers, staff members, parents, students, and the community in creating and fostering a shared vision for the school	Reports involving students, parents, teachers, and community members in the operation of the school	Plus reports positive impact of shared operation of the school on accomplishing the shared vision	Plus reports developing structures that engage the full school community in creating and accomplishing the shared vision
Promotes ownership among staff, students, parents, and community members for school efforts and outcomes	Reports involving at least one stakeholder group in meaningful decision-making about significant issues at the school	Plus reports engaging additional stakeholder groups in meaningful decision-making about significant issues at the school	Reports systemic structures that engage parents, teachers, students, and community members in meaningful decision-making about significant issues at the school
Creates a culture in which staff members work together as a professional learning community to promote student learning	Reports use of professional learning communities or similar structures that contribute to improved staff capacity to promote student learning	Plus reports a relationship between these collaborative structures and the improvement of student learning and school culture	Plus reports continuing personal support for and contributions to the development of these structures promoting their sustained impact on student learning

**2019 NASSP National Assistant Principal of the Year Selection Criteria and Rubric**

Identifies, coaches, and supports the development of potential and current school leaders	Reports working directly with teachers and other school staff members to enhance their performance	Plus reports efforts to identify and develop potential leaders among school staff members	Plus reports establishing structures or ongoing activities to sustain leadership capacity in the school
Uses available technology to effectively address issues in the school community and meet the unique learning needs of each student	Reports use of technology for school management and operation	Plus reports use of technology for management of curriculum, instruction, and assessment to enhance the learning of each student	Plus reports use of technology to foster collaboration and communication to effectively connect students, teachers, parents, and community members

**Category III: Curriculum Instruction and Assessment**

Criteria	Evidence to support a rating of 1:	Evidence to support a rating of 2:	Evidence to support a rating of 3:
Implements practices and programs based on multiple sources of data that improve teaching and learning	Reports evidence of improvement or sustained performance in teaching and learning for at least one year	Plus reports evidence of continuous improvement or sustained performance in teaching and learning for at least two years	Plus reports evidence of continuous improvement or sustained performance in teaching and learning for at least three years
Identifies and aligns essential learnings at each level with the curricula and standards	Reports presence of strategies and structures used by staff members in this endeavor	Plus reports facilitating development of strategies and structures to lead staff members in this endeavor	Plus reports evidence to support the effectiveness of these structures and strategies
Supervises and supports teachers and to maximize the learning opportunities for each student	Reports the use of specific teacher evaluation activities to enhance teacher capacity to improve student performance	Plus reports the incorporation of collaboratively developed structures in the teacher evaluation process to enhance teacher capacity to improve student performance	Plus substantiates the effectiveness of the reported activities and structures to enhance teacher capacity and improve student performance
Identifies and evaluates programs, practices, and research to maximize student performance	Reports use of strategies to improve student performance	Plus reports using research and data to guide the implementation of improvement strategies	Plus substantiates the effectiveness of reported strategies and structures in improving student performance
Facilitates and maintains cocurricular programs that foster students' academic and social success	Reports supporting cocurricular programs to help prepare students for college and career	Plus reports using school and community resources to provide high-quality cocurricular experiences for students	Plus reports data to substantiate the effectiveness of the reported cocurricular strategies and structures
Ensures that each student has a personalized learning plan based on individual learner needs	Reports use of a personalized learning plan for each student based on individual learner needs	Plus reports use of flexible scheduling and varied learning times and settings to meet individualized learner needs	Plus reports use of varied instructional strategies, teaching methods, and course sequencing to meet individual learner needs
Supports students and teachers in meeting high standards	Reports strategies and structures to enrich the ongoing professional development for staff members to support students	Plus reports equitable student access to rigorous instructional programs and initiatives to improve teaching and learning	Plus substantiates the effectiveness of staff and student initiatives to meet high standards

Category IV: Personalization

Criteria	Evidence to support a rating of 1:	Evidence to support a rating of 2:	Evidence to support a rating of 3:
Establishes and maintains a school environment that reflects high expectations for students and staff members	Reports that high expectations are a part of the school climate and culture	Plus reports specific initiatives designed to establish a culture of high expectations	Plus reports evidence that the specific initiatives continue to be a factor in sustaining high expectations
Creates a school climate that is warm, inviting, safe, and secure	Reports a warm, inviting, safe, and secure climate	Plus reports specific strategies and structures that contribute to a warm, inviting, safe, and secure climate	Plus reports evidence that indicates school climate is a factor that supports school-wide improvement
Provides equal access and support needed for student success to all social, economic, and racial/ethnic groups	Reports equal access and support for all	Plus reports specific strategies and structures that enhance equal access and support for all	Plus reports evidence of the success of strategies structures to enhance equal access and support for all
Promotes positive relationships and personal connections between adults and students	Reports development of strategies and structures to establish positive relationships between each student and at least one adult	Plus reports implementation of strategies and structures that promote and support positive relationships	Plus reports evidence that strategies and structures increased the quality of student/adult relationships
Regularly acknowledges the accomplishments of students, teachers, and school community members	Reports acknowledgement of the accomplishments and contributions of students, teachers, and community members	Plus reports strategies and structures to publicly acknowledge students, teachers, and community members	Plus reports evidence that systematic acknowledgment contributes to positive school climate