

Director Evaluation by Staff

Director _____ Date _____

KEY

How often observed:
C—Consistently
F—Frequently
O—Occasionally
N—Never

Establishing a Healthy Organizational Culture

	C	F	O	N
1. Emphasizes reflection and thinking more than rules				
2. Offers clarity on expectations and professional ethics				
3. Encourages vision building and innovation				
4. Responds to needs for resources				
5. Creates working conditions conducive to providing quality care for children				
6. Is pro-active on issues of diversity				
7. Views problems as opportunity for creativity				
8. Creates collegiality and desire for collaboration				
9. Is fair and equitable in recognition and reward systems				
10. Actively involves staff in decision making				
11. Ensures that policies are clear and current				
12. Has clear systems and procedures				

Comments on specific aspects of the organizational culture that help you thrive or improvements you want to see:

Being Available and Supportive

	C	F	O	N
1. Keeps staff informed of whereabouts when not in office				
2. Offers assistance in addressing needs of individual children				
3. Is available for help with curriculum ideas				
4. Supports staff in working with parents				
5. Offers thoughtful listening and problem solving				
6. Advocates for staff and encourages them to advocate for self				

Comments on specific ways you feel supported or want additional support:

Communicating and Community Building

	C	F	O	N
1. Actively seeks feedback and makes use of suggestions				
2. Creates safety and ease for people to express themselves				
3. Maintains balance in meeting individual and group needs				
4. Keeps everyone informed in timely fashion				
5. Encourages respect for differences and negotiating conflicts				
6. Creates meaningful celebrations of achievements				

Comments on specific ways you experience communications and community building:

Coaching and Mentoring

	C	F	O	N
1. Actively develops leadership in others				
2. Involves each staff member in a professional development plan				
3. Offers options and resources for learning and growing				
4. Coaches teachers in a manner consistent with what is desirable for children (i.e. builds on strengths and interests, offers choices, opportunities to practice)				
5. Creates systems for reflection and peer collaboration				
6. Provides opportunities for master teachers to mentor others				

Comments on specific ways you experience coaching and mentoring:

Other evaluative comments you would like to add:

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