## 2021 Superintendent Satisfaction Survey with Advanced Program Completers (2020 comparison included; Sent to 8 superintendents; n = 5, 62.5% response rate)

	2020 N	2020 %	2021 N	2021 %			
Poorly Prepared		0 0.00%		0	0.00%		
Prepared		2 25.00%		1	20.00%		
Well Prepared		6 75.00%		4	80.00%		
		8		5			
ead improvement process	es that include data use	, design, implementation, and evalu	ation. (NELP 1.2) (CAEP A.1	.1) (OSP 3.1; 3.2; 3	.3)		
	2020 N	2020 %	2021 N	2021 %			
Poorly Prepared		0 0.00%		0	0.00%		
Prepared		2 25.00%		2	40.00%		
Well Prepared		6 75.00%		3	60.00%		
		8		5			
					nsparency, trust, digital ci	itizenship, collaboration, perseverance, re	flectio
g learning) that support t		nd well-being of each student and a					
Poorly Prepared	2020 N	2020 % 0 0.00%	2021 N	<b>2021</b> %	0.00%		
Poorly Prepared Prepared		1 12.50%		1	20.00%		
Prepared Well Prepared				4	20.00% 80.00%		
vven rrepareu		7 87.50% 8		5	OU.UU76		
		8		3			
valuate, communicate ab	out, and advocate for et	hical and legal decisions. (NELP 2.2) (	CAEP A.1.1) (OSP 2.1; 2.2)				
	2020 N	2020 %	2021 N	2021 %			
Poorly Prepared		0 0.00%		0	0.00%		
Prepared		1 12.50%		2	40.00%		
Well Prepared	heir personal conduct a	7 87.50% 8	ical behavior in others. (NF	3 5	60.00%		
Well Prepared	heir personal conduct a 2020 N	7 87.50%	ical behavior in others. (NE 2021 N	3 5	60.00%		
Well Prepared Todel ethical behavior in t		7 87.50% 8 nd relationships and to cultivate ethi		3 5 LP 2.3) (CAEP A.1.1	60.00%		
Well Prepared  Todel ethical behavior in t  Poorly Prepared		7 87.50% 8 nd relationships and to cultivate ethi 2020 %		3 5 LP 2.3) (CAEP A.1.1 2021 %	60.00% () (OSP 2.1; 2.2)		
Well Prepared  Todel ethical behavior in t  Poorly Prepared  Prepared		7 87.50% 8 and relationships and to cultivate ethi 2020 % 0 0.00%		3 5 LP 2.3) (CAEP A.1.1 2021 % 0	60.00% ) (OSP 2.1; 2.2) 0.00%		
Prepared Well Prepared  Model ethical behavior in t Poorly Prepared Prepared Well Prepared		7 87.50% 8 and relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50%		3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2	60.00% (OSP 2.1; 2.2) 0.00% 40.00%		
Well Prepared  Andel ethical behavior in the Poorly Prepared Prepared Well Prepared	2020 N	7 87.50% 8 ad relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50%	2021 N	3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5	0.00% (OSP 2.1; 2.2) 0.00% 40.00% 60.00%		
Well Prepared  flodel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, design	2020 N	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 %	2021 N	3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 EP A.1.1) (OSP 3.1; 2021 %	60.00% (OSP 2.1; 2.2) 0.00% 40.00% 60.00%		
Well Prepared  fodel ethical behavior in the Poorly Prepared Prepared Well Prepared  se data to evaluate, designous Propared Poorly Prepared	2020 N  gn, cultivate, and advoca	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive schi 2020 % 0 0.00%	2021 N  cool culture. (NELP 3.1) (CAE	3 5 5 1P 2.3) (CAEP A.1.1 2021 % 0 2 3 5 5 1P A.1.1) (OSP 3.1; 2021 % 0	0.00% (OSP 2.1; 2.2) 0.00% 40.00% 60.00%		
Well Prepared  todel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, designers  Proorly Prepared  Prepared	2020 N  gn, cultivate, and advoca	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sch 2020 % 0 0.00% 3 37.50%	2021 N  cool culture. (NELP 3.1) (CAE	3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 5 EP A.1.1) (OSP 3.1; 2021 % 0 2 2 3 5 5 EP A.1.1) (OSP 3.1; 2021 % 0 2	60.00%  (OSP 2.1; 2.2)  0.00%  40.00%  60.00%  0.00%  40.00%		
Well Prepared  rodel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, designorly Prepared  Prepared  Prepared	2020 N  gn, cultivate, and advoca	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 % 0 0.00% 3 37.50% 5 62.50%	2021 N  cool culture. (NELP 3.1) (CAE	3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 EP A.1.1) (OSP 3.1; 2021 % 0 2	0.00% (OSP 2.1; 2.2) 0.00% 40.00% 60.00%		
Well Prepared  todel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, designers  Proorly Prepared  Prepared	2020 N  gn, cultivate, and advoca	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sch 2020 % 0 0.00% 3 37.50%	2021 N  cool culture. (NELP 3.1) (CAE	3 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 5 EP A.1.1) (OSP 3.1; 2021 % 0 2 2 3 5 5 EP A.1.1) (OSP 3.1; 2021 % 0 2	60.00%  (OSP 2.1; 2.2)  0.00%  40.00%  60.00%  0.00%  40.00%		
Well Prepared  todel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, desig  Poorly Prepared  Prepared  Well Prepared  Well Prepared	2020 N m, cultivate, and advoca 2020 N	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, techno	2021 N  cool culture. (NELP 3.1) (CAE 2021 N  logies, and opportunities t	3 5 1 1 2021 % 0 2 3 5 5 2021 % 0 2 3 5 5 2021 % 0 2 5 5 2021 % 0 2 5 5 2021 % 0 2 5 5 5 5 6 6 1 1 1 1 1 1 1 1 1 1 1 1 1 1	60.00%  (OSP 2.1; 2.2)  0.00%  40.00%  60.00%  6.3)  0.00%  40.00%  60.00%	ll-being of each student. (NELP 3.2) (OSP 4	3.2)
Well Prepared  lodel ethical behavior in the Poorly Prepared Prepared Well Prepared  se data to evaluate, design Prepared  Prepared Well Prepared  well Prepared  well Prepared	2020 N pr, cultivate, and advoca 2020 N	7 87.50% 8 nd relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive schic 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technoc 2020 %	2021 N ool culture. (NELP 3.1) (CAL 2021 N	3 5 5 LP 2.3) [CAEP A.1.1 2021 % 0 2 3 5 5 EP A.1.1] [OSP 3.1; 2021 % 0 2 2 3 5 5 5 hat support the ed 2021 %	60.00%  (OSP 2.1; 2.2)  0.00%  40.00%  60.00%  0.00%  40.00%  do.00%  ucational success and well	ll-being of each student. (NELP 3.2) (OSP 4	3.2)
Well Prepared  todel ethical behavior in t  Poorly Prepared  Prepared  Well Prepared  See data to evaluate, design  Poorly Prepared  Well Prepared  Well Prepared  Well Prepared  Well Prepared  Well Prepared	2020 N m, cultivate, and advoca 2020 N	7 87.50% 8 ad relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sch 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, techno 2020 % 0 0.00%	2021 N  cool culture. (NELP 3.1) (CAE 2021 N  logies, and opportunities t	3 5 1 1 2021 % 0 2 3 5 5 5 5 5 5 6 1 2021 % 0 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 0 1 2021 % 0 0 1 2021 % 0 0 1 2021 % 0 0 1 2021 % 0 0 1 2021 %	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%	ll-being of each student. (NELP 3.2) (OSP 4	5.2]
Well Prepared  Todel ethical behavior in to the prepared prepared  Well Prepared  See data to evaluate, design prepared  Well Prepared  Well Prepared  Well Prepared  Prepared  Prepared  Prepared  Prepared  Prepared	2020 N m, cultivate, and advoca 2020 N	7 87.50% 8 ad relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technol 2020 % 0 0.00% 2 25.00%	2021 N  cool culture. (NELP 3.1) (CAE 2021 N  logies, and opportunities t	3 5 1 1 2021 % 0 2 3 5 5 2021 % 0 2 2 3 5 5 2021 % 0 2 2 3 5 5 1 2021 % 0 2 2 3 5 5 1 2021 % 0 2 2 3 6 5 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%  ucational success and well 0.00% 40.00%	ll-being of each student. (NELP 3.2) (OSP 4	3.2)
Well Prepared  Todel ethical behavior in to the prepared prepared  Well Prepared  See data to evaluate, design prepared  Well Prepared  Well Prepared  Well Prepared  Prepared  Prepared  Prepared  Prepared  Prepared	2020 N m, cultivate, and advoca 2020 N	7 87.50% 8 nd relationships and to cultivate ethicology 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive schicology 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technology 0 0.00% 2020 % 0 0.00% 6 75.00%	2021 N  cool culture. (NELP 3.1) (CAE 2021 N  logies, and opportunities t	3 5 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 5 5 5 5 5 6 hat support the ed 2021 % 0 2 3 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%	ll-being of each student. (NELP 3.2) (OSP 4	1.2)
Well Prepared  Todel ethical behavior in to the prepared prepared  Well Prepared  See data to evaluate, design prepared  Well Prepared  Well Prepared  Well Prepared  Prepared  Prepared  Prepared  Prepared  Prepared	2020 N m, cultivate, and advoca 2020 N	7 87.50% 8 ad relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technol 2020 % 0 0.00% 2 25.00%	2021 N  cool culture. (NELP 3.1) (CAE 2021 N  logies, and opportunities t	3 5 1 1 2021 % 0 2 3 5 5 2021 % 0 2 2 3 5 5 2021 % 0 2 2 3 5 5 1 2021 % 0 2 2 3 5 5 1 2021 % 0 2 2 3 6 5 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 1 2021 % 0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%  ucational success and well 0.00% 40.00%	ll-being of each student. (NELP 3.2) (OSP 4	3.2]
Well Prepared  todel ethical behavior in to  Poorly Prepared  Prepared  Well Prepared  se data to evaluate, designed  Prepared  Well Prepared  valuate, cultivate, and add  Prepared  Prepared  Well Prepared  Well Prepared	2020 N m, cultivate, and advoca 2020 N vocate for equitable acci 2020 N	7 87.50% 8 nd relationships and to cultivate ethi 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sch 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, techno 2020 % 0 0.00% 2 25.00% 6 75.00% 8 usive, and culturally responsive inst	2021 N  cool culture. (NELP 3.1) (CAI 2021 N  logies, and opportunities ti 2021 N	3 5 5 LP 2.3) (CAEP A.1.1 2021 % 0 2 3 5 5 5 5 5 6 hat support the ed 2021 % 0 2 3 5 5 6 6 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%  ucational success and wel  0.00% 40.00% 60.00%		1.2)
Well Prepared  todel ethical behavior in telepared  Poorly Prepared  Prepared  Well Prepared  Poorly Prepared  Poorly Prepared  Well Prepared	2020 N m, cultivate, and advoca 2020 N vocate for equitable acc 2020 N	7 87.50% 8 and relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive schic 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technoc 2020 % 0 0.00% 2 25.00% 6 75.00% 8 tusive, and culturally responsive inst 2020 %	2021 N  cool culture. (NELP 3.1) (CAI 2021 N  logies, and opportunities ti 2021 N	3 5 1 1 2021 % 0 2 3 5 5 5 5 5 6 1 2021 % 0 2 2 3 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2021 % 0 2021 %	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 40.00% 60.00%  g teachers and staff. (NEL)		5.2]
Well Prepared  flodel ethical behavior in the Poorty Prepared Prepared Well Prepared  se data to evaluate, designed behavior in the Prepared  well Prepared  well Prepared  valuate, cultivate, and addressed Well Prepared  well Prepared  well Prepared  well Prepared  Poorty Prepared  valuate, cultivate, and addressed  valuate, cultivate, and addressed  valuate, cultivate, and addressed  valuate, cultivate, and addressed  Poorty Prepared	2020 N m, cultivate, and advoca 2020 N vocate for equitable acci 2020 N	7 87.50% 8 ad relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive sche 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technol 2020 % 0 0.00% 2 25.00% 6 75.00% 8 tusive, and culturally responsive inst 2020 % 0 0.00%	2021 N  cool culture. (NELP 3.1) (CAI 2021 N  logies, and opportunities ti 2021 N	3 5 1 1 2021 % 0 2 3 5 5 2021 % 0 2 3 5 5 2021 % 0 2 3 5 5 2021 % 0 2 2 3 5 5 2021 % 0 2 2 3 5 5 2021 % 0 2 2 3 5 5 2021 % 0 0 2 2 3 5 5 2021 % 0 0 2 2 3 5 5 2021 % 0 0 1 2 2 3 5 5 2021 % 0 0 1 2 2 3 5 5 2021 % 0 1 2 2 2 3 5 5 2021 % 0 1 2 2 2 3 5 5 2021 % 0 1 2 2 2 3 5 5 2021 % 0 1 2 2 2 2 3 5 5 2021 % 0 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 60.00%  cucational success and well 0.00% 60.00%		1.2)
Well Prepared  Andel ethical behavior in the Poorly Prepared Prepared  Well Prepared  See data to evaluate, design Poorly Prepared Prepared  Well Prepared  Valuate, cultivate, and addressed Prepared  Prepared  Well Prepared  Well Prepared  Well Prepared	2020 N m, cultivate, and advoca 2020 N vocate for equitable acci 2020 N	7 87.50% 8 and relationships and to cultivate ethic 2020 % 0 0.00% 1 12.50% 7 87.50% 8 te for a supportive and inclusive schic 2020 % 0 0.00% 3 37.50% 5 62.50% 8 ess to educational resources, technoc 2020 % 0 0.00% 2 25.00% 6 75.00% 8 tusive, and culturally responsive inst 2020 %	2021 N  cool culture. (NELP 3.1) (CAI 2021 N  logies, and opportunities ti 2021 N	3 5 1 1 2021 % 0 2 3 5 5 5 5 5 6 1 2021 % 0 2 2 3 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2 2 3 5 5 6 1 2021 % 0 2021 % 0 2021 %	60.00%  (OSP 2.1; 2.2)  0.00% 40.00% 60.00%  6.3)  0.00% 40.00% 40.00% 60.00%  g teachers and staff. (NEL)		3.2)

	2020 N	2020 %	2021 N	2021 %	
Poorly Prepared		0 0.00%		0	0.00%
Prepared		3 37.50%		3	60.00%
Well Prepared		5 62.50%		2	40.00%
tal		8		5	
	implement high-quality and ed systems. (NELP 4.2) (CAEP A.1.		nic instructional practices	, resources, technol	logies, and services that support equity, digital literacy, and the school's
ademic and non-academic	systems. (NELP 4.2) (CAEP A.1. 2020 N	1) (USP 4.1; 4.2; 4.3; 4.4) 2020 %	2021 N	2021 %	
Poorly Prepared	202011	0 0.00%		0	0.00%
Prepared		2 25.00%		2	40.00%
Well Prepared		6 75.00%		3	60.00%
tal		8		5	
	implement formal and inform	al culturally responsive and access	ible assessments that sup	port data-informed	instructional improvement and student learning and well-being. (NELP 4.3)
AEP A.1.1) (OSP 4.1; 4.2)	2020 N	2020 %	2021 N	2021 %	
Poorly Prepared	2020 IV	0 0.00%	2021 N	0	0.00%
Prepared Prepared		4 50.00%		2	40.00%
Well Prepared		4 50.00%		3	40.00%
tal		4 50.00%		5	00.0076
	e, develop, and implement the	school's curriculum, instruction, t	echnology, data systems,	, and assessment pr	actices in a coherent, equitable, and systematic manner. (NELP 4.4) (CAEP A.1.1)
SP 4.2; 4.3)	2020 N	2020.9/	2024 N	2024 %	
Poorly Prepared	2020 N	2020 % 0 0.00%	2021 N	2021 %	0.00%
		2 25.00%		-	0.00% 40.00%
Prepared				2	
Well Prepared		6 75.00%		3	60.00%
Poorly Prepared	2020 N	2020 % 0 0.00%	2021 N	2021 % 0	0.00%
Prepared		3 37.50%		3	60.00%
Well Prepared		5 62.50%		2	40.00%
tal		8		5	
tal 4 - Collaboratively engage	and cultivate relationships wit	-	artners, and other constit		elit of school improvement and student development. (NELP 5.2) [CAEP A.1.1)
tal 4 - Collaboratively engage		h diverse community members, p		uencies for the ben	erit of school improvement and student development. (NELP 5.2) (CAEP A.1.1)
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1)	and cultivate relationships wit	h diverse community members, pa 2020 %	artners, and other constit	uencies for the bendered	
tal  4 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared		th diverse community members, po 2020 % 0 0.00%		uencies for the bendered the bendered to be seen the b	0.00%
tal  4 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared		2020 % 0 0.00% 3 37.50%		uencies for the bend 2021 % 0 3	0.00% 60.00%
tal (4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared		2020 % 0 0.00% 3 37.50% 5 62.50%		2021 % 0 3 2	0.00%
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared		2020 % 0 0.00% 3 37.50%		uencies for the bend 2021 % 0 3	0.00% 60.00%
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal	2020 N	2020 % 0 0.00% 3 37.50% 5 62.50%	2021 N	2021 % 0 3 2	0.00% 60.00% 40.00%
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal	2020 N oral, written, and digital mean	h diverse community members, pa 2020 % 0 0.00% 3 37.50% 5 62.50% 8	2021 N community, and political	2021 % 0 3 2 5 contexts when adve	0.00% 60.00%
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal 5 - Communicate through	2020 N	h diverse community members, pa 2020 % 0 0.00% 3 37.50% 5 62.50% 8 s within the larger organizational, 2020 %	2021 N	2021 % 0 3 2 5 contexts when adve	0.00% 60.00% 40.00% ocating for the needs of their school and community. (NELP 5.3) (OSP 10.5)
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal 5 - Communicate through Poorly Prepared	2020 N oral, written, and digital mean	2020 %  0 0.00%  3 3750%  5 62.50%  8 within the larger organizational, 2020 %  0 0.00%	2021 N community, and political	2021 % 0 3 2 5 contexts when adve	0.00% 60.00% 40.00% cocating for the needs of their school and community. (NELP 5.3) (OSP 10.5)
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal 5 - Communicate through Poorly Prepared Prepared	2020 N oral, written, and digital mean	h diverse community members, pa 2020 % 0 0.00% 3 37.50% 5 62.50% 8 s within the larger organizational, 2020 % 0 0.00% 1 12.50%	2021 N community, and political	2021 % 0 3 2 5 contexts when advectors when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advectors when advectors when advector when advectors when advectors when advectors when advectors when advectors when advector when advector when advectors when advector when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advectors when advectors when advector when advectors when advector when advectors when advectors when advectors when advecto	0.00% 60.00% 40.00% coating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00%
tal  4 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  L5 - Communicate through Poorly Prepared Prepared Well Prepared Well Prepared	2020 N oral, written, and digital mean	b diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50%	2021 N community, and political	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4	0.00% 60.00% 40.00% cocating for the needs of their school and community. (NELP 5.3) (OSP 10.5)
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal 5 - Communicate through Poorly Prepared Prepared Well Prepared Well Prepared	2020 N oral, written, and digital mean	h diverse community members, pa 2020 % 0 0.00% 3 37.50% 5 62.50% 8 s within the larger organizational, 2020 % 0 0.00% 1 12.50%	2021 N community, and political	2021 % 0 3 2 5 contexts when advectors when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advectors when advectors when advector when advectors when advectors when advectors when advectors when advectors when advector when advector when advectors when advector when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advector when advectors when advectors when advectors when advector when advectors when advector when advectors when advectors when advectors when advecto	0.00% 60.00% 40.00% coating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00%
tal  4- Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  5- Communicate through Poorly Prepared Prepared Well Prepared Prepared Hell Prepared	2020 N oral, written, and digital mean 2020 N	h diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8	2021 N  community, and political 2021 N	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5	0.00% 60.00% 40.00%  coating for the needs of their school and community. (NELP 5.3) (OSP 10.5)  0.00% 20.00% 80.00%
tal 4 - Collaboratively engage SP 6.1; 6.3; 8.1) Poorly Prepared Prepared Well Prepared tal 5 - Communicate through Poorly Prepared Prepared Well Prepared tal 6 - Evaluate, develop, and	2020 N  oral, written, and digital mean 2020 N  implement management, com	h diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8	2021 N  community, and political 2021 N	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5	0.00% 60.00% 40.00% coating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00%
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tal  4- Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  5- Communicate through Poorly Prepared Prepared Well Prepared tal  6- Evaluate, develop, and hool. (NELP 6.1) (CAEP A.1.	2020 N  oral, written, and digital mean 2020 N  implement management, com	h diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8 munication, technology, school-le 2020 %	2021 N  community, and political 2021 N	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5 ation systems that s	0.00% 60.00% 40.00%  coating for the needs of their school and community. (NELP 5.3) (OSP 10.5)  0.00% 20.00% 80.00%  support each student's learning needs and promote the mission and vision of the
tal  4 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  15 - Communicate through Poorly Prepared Prepared Well Prepared tal  6 - Evaluate, develop, and hool. (NELP 6.1) (CAEP A.1.  Poorly Prepared	2020 N  oral, written, and digital mean 2020 N  implement management, com 1) (OSP 1.1; 1.2; 3.1; 3.2)	b diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8 munication, technology, school-le 2020 % 0 0.00%	2021 N  community, and political 2021 N  vel governance, and oper	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5 ation systems that s	0.00% 60.00% 40.00%  cocating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00% 80.00%  support each student's learning needs and promote the mission and vision of the
tal  4 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  15 - Communicate through Poorly Prepared Prepared Well Prepared tal  16 - Evaluate, develop, and hool. (NELP 6.1) (CAEP A.1. Poorly Prepared Prepared	2020 N  oral, written, and digital mean 2020 N  implement management, com 1) (OSP 1.1; 1.2; 3.1; 3.2)	h diverse community members, pi 2020 % 0 0.00% 3 37.50% 5 62.50% 8 s within the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8 munication, technology, school-le 2020 % 0 0.00% 2 25.00%	2021 N  community, and political 2021 N  vel governance, and oper	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5 ation systems that s 2021 % 0 2	0.00% 60.00% 40.00%  coating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00% 80.00%  support each student's learning needs and promote the mission and vision of the 0.00% 40.00%
tal  14 - Collaboratively engage SP 6.1; 6.3; 8.1)  Poorly Prepared Prepared Well Prepared tal  15 - Communicate through Poorly Prepared Prepared Well Prepared tal  16 - Evaluate, develop, and hool. (NELP 6.1) (CAEP A.1.  Poorly Prepared	2020 N  oral, written, and digital mean 2020 N  implement management, com 1) (OSP 1.1; 1.2; 3.1; 3.2)	b diverse community members, p. 2020 % 0 0.00% 3 37.50% 5 62.50% 8 swithin the larger organizational, 2020 % 0 0.00% 1 12.50% 7 87.50% 8 munication, technology, school-le 2020 % 0 0.00%	2021 N  community, and political 2021 N  vel governance, and oper	2021 % 0 3 2 5 contexts when adve 2021 % 0 1 4 5 ation systems that s	0.00% 60.00% 40.00%  cocating for the needs of their school and community. (NELP 5.3) (OSP 10.5) 0.00% 20.00% 80.00%  support each student's learning needs and promote the mission and vision of the

	2020 N	2020 %	2021 N	2021 %	
Poorly Prepared		0 0.00%		0	0.00%
Prepared		3 37.50%		2	40.00%
Well Prepared		5 62.50%		3	60.00%
Total		8		5	
O18 - Reflectively evaluate	ommunicate about and im	nlement laws rights nolicies and r	egulations to promote stud	lent and adult succ	eess and well-being. (NELP 6.3) (OSP 2.1; 2.2)
CLO Renectavely evaluately o	2020 N	2020 %	2021 N	2021 %	and well being, their only tool Elizabeth
Poorly Prepared		0 0.00%		0	0.00%
Prepared		3 37.50%		2	40.00%
Well Prepared		5 62.50%		3	60.00%
Total		8		5	
O19 - Collaboratively develop	the school's professional c	apacity through engagement in reci	uiting, selecting, and hiring	staff. (NELP 7.1) (	CAEP A.1.1) (OSP 9.1: 9.2)
	2020 N	2020 %	2021 N	2021 %	
Poorly Prepared	2020 IV	0 0.00%	ZUZIN	0	0.00%
Prepared Prepared		2 25.00%		2	40.00%
Well Prepared				3	40.00%
Total Total		6 75.00% 8		5	00.00%
TOTAL		8		,	
Poorly Prepared Prepared	3) 2020 N	2020 % 0 0.00% 3 37.50% 5 62 50%	2021 N	2021 % 0 1 4	0.00% 20.00% 80.00%
Prepared Well Prepared Total	2020 N	0 0.00% 3 37.50% 5 62.50%		0 1 4 5	
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea	rning designed to promote	0 1 4 5 reflection, cultura	20.00% 80.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (C	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea 3; 9.4)		0 1 4 5 reflection, cultura 2021 %	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement,
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (0 Poorly Prepared	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 oge school staff in, professional lea 3; 9.4) 2020 % 0 0.00%	rning designed to promote	0 1 4 5 reflection, cultura 2021 %	20.00% 80.00%  Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (0 Poorly Prepared Prepared	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00%	rning designed to promote	0 1 4 5 reflection, cultura 2021 % 0 2	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00%
Poorly Prepared Prepared Well Prepared Total Q21 - Personally engage in, as student success. (NELP 7.3) (C Poorly Prepared Prepared Well Prepared	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 auge school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00%	rning designed to promote	0 1 4 5 reflection, cultura 2021 % 0 2 3	20.00% 80.00%  Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (0 Poorly Prepared Prepared	2020 N s well as collaboratively eng	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00%	rning designed to promote	0 1 4 5 reflection, cultura 2021 % 0 2	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (of Poorly Prepared Prepared Well Prepared Total	2020 N s well as collaboratively eng (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 sage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rivision, support, and evaluation de	rning designed to promote 2021 N signed to promote school in	0 1 4 5 reflection, cultura 2021 % 0 2 3 5	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NEIP 7.3) (G Poorly Prepared Prepared Well Prepared Total  Q22 - Evaluate, develop, and	2020 N s well as collaboratively en (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 tage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rivision, support, and evaluation de	rning designed to promote 2021 N	0 1 4 5 reflection, cultura 2021 % 0 2 3 5	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (of Poorly Prepared Prepared Well Prepared Total  Q22 - Evaluate, develop, and Poorly Prepared	2020 N s well as collaboratively eng (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 sage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rvision, support, and evaluation de 2020 % 0 0.00%	rning designed to promote 2021 N signed to promote school in	0 1 4 5 reflection, cultura 2021 % 0 2 3 5	20.00% 80.00% It responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00% student success. (NELP 7.4) (OSP 5.1; 9.5)
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NEIP 7.3) (G Poorly Prepared Prepared Well Prepared Total  Q22 - Evaluate, develop, and	2020 N s well as collaboratively eng (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 tage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rivision, support, and evaluation de	rning designed to promote 2021 N signed to promote school in	0 1 4 5 reflection, cultura 2021 % 0 2 3 5	20.00% 80.00% Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00%
Poorly Prepared Prepared Well Prepared Total  Q21 - Personally engage in, as student success. (NELP 7.3) (of Poorly Prepared Prepared Well Prepared Total  Q22 - Evaluate, develop, and Poorly Prepared	2020 N s well as collaboratively eng (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 sage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rvision, support, and evaluation de 2020 % 0 0.00%	rning designed to promote 2021 N signed to promote school in	0 1 4 5 reflection, cultura 2021 % 0 2 3 5	20.00% 80.00% It responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00% student success. (NELP 7.4) (OSP 5.1; 9.5)
Poorly Prepared Prepared Well Prepared Well Prepared Total Q21 - Personally engage in, as student success. (NELP 7.3) (o Poorly Prepared Prepared Well Prepared Total Q22 - Evaluate, develop, and Poorly Prepared Prepared	2020 N s well as collaboratively eng (AEP A.1.1) (OSP 3.1; 3.2; 3. 2020 N	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rivision, support, and evaluation de 2020 % 0 0.00% 2 25.00%	rning designed to promote 2021 N signed to promote school in	0 1 4 5 reflection, cultura 2021 % 0 2 3 5 mprovement and s 2021 % 0 1	20.00% 80.00%  Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00%  student success. (NELP 7.4) (OSP 5.1; 9.5) 0.00% 20.00%
Poorly Prepared Prepared Well Prepared Well Prepared Total Q21 - Personally engage in, as student success. (NELP 7.3) (o Poorly Prepared Prepared Well Prepared Total Q22 - Evaluate, develop, and Poorly Prepared Prepared Well Prepared Well Prepared Total	2020 N s well as collaboratively engane (AEP A.1.1) (OSP 3.1; 3.2; 3.2020 N 2020 N implement systems of super 2020 N	0 0.00% 3 37.50% 5 62.50% 8 age school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rvision, support, and evaluation de 2020 % 0 0.00% 2 25.00% 6 75.00% 8	rning designed to promote 2021 N 2021 N signed to promote school in 2021 N	0 1 4 5 reflection, cultura 2021 % 0 2 3 5 mprovement and s 2021 % 0 1 4 5	20.00% 80.00%  Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00%  student success. (NELP 7.4) (OSP 5.1; 9.5) 0.00% 20.00% 80.00%
Poorly Prepared Prepared Well Prepared Well Prepared Total Q21 - Personally engage in, as student success. (NELP 7.3) (o Poorly Prepared Prepared Well Prepared Total Q22 - Evaluate, develop, and Poorly Prepared Prepared Well Prepared Well Prepared Total	2020 N  s well as collaboratively engineratively enginerated A.1.1) (OSP 3.1; 3.2; 3.2020 N  implement systems of super 2020 N	0 0.00% 3 37.50% 5 62.50% 8 tage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rivision, support, and evaluation de 2020 % 0 0.00% 2 25.00% 6 75.00% 8 ou have hired, who earned their ad	rning designed to promote  2021 N  signed to promote school in  2021 N	0 1 4 5 reflection, cultura 2021 % 0 2 3 5 mprovement and s 2021 % 0 1 4 5	20.00% 80.00%  Il responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00%  student success. (NELP 7.4) (OSP 5.1; 9.5) 0.00% 20.00% 80.00%
Poorly Prepared Prepared Well Prepared O21 - Personally engage in, as student success. (NELP 7.3) (of Poorly Prepared Prepared Well Prepared Total O22 - Evaluate, develop, and Poorly Prepared Prepared Well Prepared O23 - Overall, how satisfied a	2020 N s well as collaboratively engane (AEP A.1.1) (OSP 3.1; 3.2; 3.2020 N 2020 N implement systems of super 2020 N	0 0.00% 3 37.50% 5 62.50% 8 sage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rvision, support, and evaluation de 2020 % 0 0.00% 2 25.00% 6 75.00% 8 ou have hired, who earned their ad 2020 %	rning designed to promote 2021 N 2021 N signed to promote school in 2021 N	0 1 4 5 reflection, cultura 2021 % 0 2 3 5 mprovement and s 2021 % 0 1 4 5	20.00% 80.00% It responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00% student success. (NELP 7.4) (OSP 5.1; 9.5) 0.00% 20.00% 80.00%
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Poorly Prepared Prepared Well Prepared O21 - Personally engage in, as student success. (NELP 7.3) (of Poorly Prepared Prepared Well Prepared Total O22 - Evaluate, develop, and Poorly Prepared Prepared Well Prepared O23 - Overall, how satisfied a	2020 N  s well as collaboratively engineratively enginerated A.1.1) (OSP 3.1; 3.2; 3.2020 N  implement systems of super 2020 N	0 0.00% 3 37.50% 5 62.50% 8 sage school staff in, professional lea 3; 9.4) 2020 % 0 0.00% 2 25.00% 6 75.00% 8 rvision, support, and evaluation de 2020 % 0 0.00% 2 25.00% 6 75.00% 8 ou have hired, who earned their ad 2020 %	rning designed to promote  2021 N  signed to promote school in  2021 N	0 1 4 5 reflection, cultura 2021 % 0 2 3 5 mprovement and s 2021 % 0 1 4 5	20.00% 80.00% It responsiveness, distributed leadership, digital literacy, school improvement, 0.00% 40.00% 60.00% student success. (NELP 7.4) (OSP 5.1; 9.5) 0.00% 20.00% 80.00%