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| **Alternative Domain 1 – Non-Student Based Results**Growth Targets on One or More Non-Student Based Quality or Key Performance Indicators\*1. **Quality or Key Performance Indicator 1:**
2. **Quality or Key Performance Indicator 2:**
3. **Quality or Key Performance Indicator 3:**

\*Quality indicators can be developed for each division, department, or program. All quality or key performance indicators should align with and/or link to the district or organization’s strategic plan or another means of establishing performance targets at a district or organizational level. Districts can add Quality or Key Performance Indicators as needed. |
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| **Domain 2 – Leadership**1. **Mission, Vision, and Goals for District or Organizational Success**
2. Personal Mission and Vision
3. District Mission and Vision
4. Goals and Expectations
5. **Culture**
6. Values, Beliefs, Principles, and Diversity
7. Language, Traditions, Celebrations, Guiding Principles and Cultural Norms
8. **Leadership Behavior**
9. Informed and Current
10. Strategic and Systemic
11. Fair, Legal, Honest, and Ethical
12. Work Habits
 |  **Domain 3 – Systems** 1. **Reliable, Aligned, and Consistent Operations**
2. Laws, Policies, and Regulations
3. Processes and Procedures
4. Resource Allocation and Management
5. Personnel Policies and Practices
6. **Efficient and Effective Operations**
7. Personnel Evaluation
8. Performance Development
9. Productivity
10. Leadership Development
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| **Domain 4 - Processes**1. **Community Building**
2. Internal Stakeholder Relations
3. External Stakeholder Relations
4. Media Relations
5. Communications
6. **Evidence Based Improvement**
7. Collaborative Inquiry
8. Systematic use of Multiple Data Sources
9. Data Systems
10. Non-Instructional Technology
 | **Domain 5 – Capacity** 1. **Reliability**
2. Dependability
3. Work Quality
4. Professionalism
5. **Adaptability**
6. Initiative and Responsiveness to Change
7. Creativity and Innovation
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