|  |
| --- |
| **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. |
|  |

|  |  |
| --- | --- |
| **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 |
| **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 |