



Form 1: LEPG Reflection and Self-Evaluation

Principal Name: _____ Date: _____

Instructions:

Part 1: At the beginning of the year, both the principal and the principal’s supervisor will use the MSFE LEPG Rubric and complete a written reflection of the principal’s prior performance. The reflection should focus on strengths and opportunities for growth according to Standards 1-9 as well as information about student learning progress. This reflection will guide the development of professional goals (see Part 2 below) for the conversation between the principal and supervisor. Progress towards professional goals is one of the multiple measures of the LEPG model.

Part 2: Just before your summary evaluation meeting at the end of the year, you will review your Written Reflection, Goals (Form 2), reflect on feedback you’ve received throughout the year, look at student learning outcomes, and identify progress you’ve made towards your professional goals. The table in Part 2 provides a structure to jot down 2-3 highlights for each indicator of performance in order to inform your self-evaluation. In order for your supervisor to prepare for the midcourse and summary evaluation conference, you will need to submit this completed form (Parts 1 and 2) to him/her at least five days prior to the scheduled conference.

Comment [ZM1]: District: Adjust the timing, as needed.

Part 1. Strengths and Opportunities for Growth (Beginning of the year)

Written Reflection

Part 2. Multiple Measures Self-Evaluation (End of year)

Professional Practice

Measure	Evidence/Highlights	Rating
MSFE LEPG Rubric Standards and Indicators		
Standard 1: Leadership for Results		
1-a. Sense of Urgency		
1-b. Organizational Capacity		
1-c. Shared Leadership		
1-d. Change Management		
Standard 2: Vision and Mission		
2-a. Embraced Vision		
2-b. Shared Mission		
Standard 3: Teaching and Learning		
3-a. Instructional Focus		
3-b. Curriculum Implementation		

3-c. Common Framework		
3-d. Pedagogical Knowledge		
Standard 4: Knowledge of Students and Adults		
4-a. Knowing and Valuing Students and Adults		
4-b. Individual Student Support		
Standard 5: Culture		
5-a. Expectation Setting		
5-b. Relationship Building		
5-c. Respect for Diverse Cultures		
5-d. Environment of Trust		
Standard 6: Strategic Management		
6-a. Strategic Management Systems		
6-b. Continuous System Improvement		

Standard 7: Advocacy		
7-a. Stakeholder Communication		
7-b. Community Engagement		
Standard 8: Ethics		
8-a. Ethical Conduct		
8-b. Ethical Culture		

Professional Growth

Measure	Evidence/Highlights	Rating
MSFE LEPG Rubric Standards and Indicators		
Standard 9: Reflection and Growth		
9-a. Self-Reflection		
9-b. Adjustment to Practice		