

**SUPERINTENDENT'S REGULATION 5-8.5 (B)****PERFORMANCE CHARACTERISTICS**

Principals shall exhibit the following positive performance characteristics:

Knowledge	Depth and breadth of knowledge in management and supervisory services.
Planning	Evidence of planning in administrative or supervisory actions.
Organization	Extent to which work is well organized plus that of those supervised.
Initiative	Willingness to act without undue prodding.
Follow-through	Effectiveness in carrying out plans and actions.
Decision-making	Evidence of soundness in making decisions.
Communication	Extent to which superiors and subordinates are kept informed about school.
Staff Involvement	Utilization of staff in management of school.
Temperament	Emotional maturity.
Cooperation	Willingness to get along with others.
Loyalty	Commitment to the welfare of colleagues and the school division.
Dependability	Steadfastness to fulfilling duties.
Imagination	Degree to which innovations and new ideas are undertaken.
Accountability	Willingness to be held responsible for leadership behavior.
Judgment	Use of good sense in leadership behavior.