

**MN Core Leadership Competencies (required for all licensure areas)**

**Portfolio Evaluation Form**

<b>SKILL/KNOWLEDGE</b>	<b>Initial (ED 695A)</b>	<b>Mid-Program (Practicums)</b>	<b>Final (ED 695B or ED 699)</b>
<b>A. Leadership</b>	<b>Self Score (1-5) and Comments</b>	<b>Self Score (1-5) and Comments</b>	<b>Self Score (1-5) and Comments</b>
A1. Collaboratively accessing and improving culture, and climate;	3- Collaboration is a strength of mine, but I could use this strength more to improve culture and climate.	3.5- Through activities related to my practicum, I have strengthened my abilities to improve culture and climate.	4- Through leading staff meetings, and leading professional development sessions, I showed improvement in this competency, but I will continue to learn the nuances of improving culture and climate. It's not easy to do when you are not the actual principal!
A2. Providing purpose and direction for individuals and groups;	4- I am good preparing a group before tasking them.	4- I am working at improving my skills for this competency.	5- I have learned a lot about leading groups of teachers during my practicum through leading staff meetings, and leading professional development sessions at my school and Hawley elementary. I have also grown through my most current role as PLC leader at my building.
A3. Modeling shared leadership and decision-making strategies;	2- I possess this skill, but have had little opportunity to exhibit said skill.	3- I have had opportunities to strengthen these skills by running staff meetings.	5- Through activities related to my practicum, I have gotten better at these skills. When I led staff meetings, and when I now lead PLC meetings, my colleagues have told me they appreciate the way I allow for shared decision-making at times, but also how I make swift decisions myself when appropriate.
A4. Demonstrating an understanding of issues affecting education	3- I am well aware of the various issues.	3- No significant changes at this point, but I am learning more about educational issues.	4- After attending school board meetings, lobbying legislatures at the State Capital, and talking with principals at numerous schools, I am much more knowledgeable of the issues affecting education.
A5. Through a visioning process, formulating strategic plans and goals with staff and community;	2- I am currently working with my local PLC to improve this skill.	3- I am getting better at this skill as I lead meetings, and participate in my PLC.	4- I was able to strengthen these skills in my role as a teacher by creating goals with my advisees and their parents. I also cultivated these skills through planning Project Based Learning activities with my high school students and implementing said activities with elementary school teachers and students.
A6. Setting of priorities in the context of stakeholder needs;	2- I am currently working with my local PLC to improve this skill.	3- I am improving, due in part to planning and implementing PBL projects as part of my PLC.	4- Through activities related to my practicum, I have strengthened my abilities in this category. Namely, I learned a lot about considering stakeholder needs when I planned for and implemented PBL projects. Also, I cultivated this skill when talking with principals at the school in which I led professional development sessions.

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A7. Serving as a spokesperson for the welfare of all learners in a multicultural context; Serving as a spokesperson for the welfare of all learners in a multicultural context;	3- I have demonstrated this skill in my work at an Alternative Learning Center, where the population is very diverse.	4- Although I was well versed to begin with, I have improved at this skill by working with students and parents from a variety of cultural backgrounds.	5- This may be one of my best skills. I continue to work with students and parents of all races in my roles at the ALC. I have brought multiple Native American speakers into my classroom, and shared what I have learned from them with the rest of my colleagues and principal.
A8. Understanding how education is impacted by local, state, national, and international events;	2- Although I understand that education is affected by policy, I need to learn more.	4- Through my classwork at MSUM, lobbying the Minnesota legislature on behalf of Minnesota's Alternative education programs, and attending school board meetings, I have vastly improved this skill as I have progressed in my practicum.	4- No change from Mid Program comments, as I had done most of my work for this topic prior to the Mid Program point in time.
A9. Demonstrating the ability to facilitate and motivate others;	4- I am gifted at motivating others.	3- I am not as good as I thought at motivating teachers to do things. I am able to motivate students much better. I am continuing to work on this skill.	4- Through activities related to my practicum, I have strengthened my abilities to motivate adult teachers, as well as students. I learned it is important for a principal to listen to their teachers, and put themselves in the shoes of their teachers. I cultivated this skill through planning PBL projects last year, leading staff meetings, and leading PLC meetings at my building this year.
A10. Demonstrating the ability to implement change or educational reform.	2- I think I know how to enact change, but I have not had ample opportunity to exhibit this skill.	2- No change at this point.	3- Through my role as PLC leader, I have been able to improve attendance at my school by implementing a simple sticker chart displayed in the hallway. The results have been great!
<b>B. Organizational Management</b>	<b>Self Score (1-5) and Comments</b>		
B1. Demonstrating an understanding of organizational systems;	1- I need to work on this skill.	2- I am learning more about this topic through my MSUM classes and conversations with my principal.	4- I have improved a lot at this skill through my practicum by reaching out to teachers at schools other than my own. I also had the opportunity to visit grade level meetings at the elementary level where they were making decisions about placing students in classes for the next school year.
B2. Defining and using processes for gathering, analyzing, managing and using data to plan and make decisions for program evaluation;	2- I have been exposed to this skill, but I need to have more experience.	2- I have made some improvements with this skill so far through my MSUM classwork, but I still need to learn more.	5- My biggest improvement! Through working with my principal, I have learned a lot about ALCs are run. Also, I created a critical data entry form for behaviors at my school that informs the decision making process for our staff members.
B3. Planning and scheduling personal and organizational work, establishing procedures to regulate activities and projects, and delegating and empowering others at appropriate levels;	3- I use this skill every day with the students in my classroom, but I have not applied this skill to my work with my colleagues.	3- Not address yet.	4- Through my work as PLC leader at my school, I have made an improvement with this skill. As leader I am tasked with planning activities, following up with teachers about student performance, and delegating tasks to my colleagues.

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B4. Demonstrating the ability to analyze need and allocate personnel and material resources;	2- I have demonstrated this skill in former private sector jobs, but not as often in my education career.	2- I have improved slightly on this skill through my PLC work.	4- I am now very confident in this skill due to my abovementioned work as PLC leader.
B5. Developing and managing budgets and maintain accurate fiscal budgets;	1- I have no experience with this skill.	2- I have been exposed to the budgeting process through my MSUM classes.	3- Through my MSUM classes, and a budgeting activity assigned to me by my principal, I have learned how complex budgeting can be.
B6. Demonstrating an understanding of facilities development, planning and management;	1- I have no experience with this skill.	1- No change yet.	3- I did not have a lot of experience with this skill. I have learned a lot more about this topic through my MSUM classes, and through conversations with the principal at my school, and other schools.
B7. Understanding and using technology as a management tool.	5- This is a strong skill of mine, and I have exhibited the skill numerous times in my career.	5- I continue to use technology to manage my students. I lead PD sessions on this topic, too. I also use technology to manage ad record information presented at PLC meetings.	5- Same comments as beginning, and middle point. Additionally, I created a student behavior form that tracks student behavior and inform decision-making by determining patterns in student behavior. I regularly present PD sessions on using Google Classroom to manage classrooms, and staff meetings.
<b>C. Diversity Leadership</b>			
C1. Demonstrating an understanding and recognition of the significance of diversity, and responding to the needs of diverse learners;	4- I have demonstrated this skill in my work at an Alternative Learning Center, where the population is very diverse.	5- I continue to work with Native American representatives and speakers to bring them into my classroom. I also work with a wide variety of students from all cultural backgrounds to help them navigate through school and their personal life.	5- Same comments as mid-program.
C2. Creating and monitoring a positive learning environment for all students;	4- I have demonstrated this skill often in my career.	4- I continue to demonstrate this skill through my work as an alternative educator.	5- Same comments as mid-program. Additionally, I have implemented restorative justice activities in my classroom, such as talking circles, to help students have a voice.
C3. Creating and monitoring a positive working environment for all staff;	2- I need more experience with this skill.	3- I have had more of an opportunity to sharpen this skill through my leading staff meetings.	4- I have improved in this skill by leading staff meetings, where I make sure everyone is able to share their thoughts in a safe environment void of criticism and sarcasm. I had the opportunity to confront a critical staff member to remind them to voice their opinions in a way that was more positive and appropriate. The staff member was able to make the change, which was great to see!

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C4. Promoting sensitivity of diversity throughout the school community;	5- I have demonstrated this skill in my work at an Alternative Learning Center, where the population is very diverse.	5- Same as initial comments.	5- I continue to demonstrate this skill through my work with alternative students that struggle, as well as their families.
C5. Demonstrating the ability to adapt educational programming to the needs of diverse constituencies;	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where the population is very diverse.	5- Same as initial comments.	5- I continue to demonstrate this skill on a daily basis. I even led PD sessions on how to differentiate using Google Classroom.
<b>D. Policy and Law</b>			
D1. Developing, adjusting, and implementing policy to meet local, state, and federal requirements and conditional provisions, standards, and regulatory applications;	2- I have worked with my PLC for the past few years to apply standards to my curriculum.	4- Same as initial comments. Additionally, I have learned more about policy through my preparation prior to lobbying my state representatives on behalf of alternative schools.	4- Same as mid-program comments.
D2. Recognizing and applying standards of care involving civil and criminal liability for negligence, harassment, and intentional torts;	2- I have some experience with this skill.	3- I have learned more about this topic through my MSUM course work and experiences on the job.	4- I have added upon my past abilities regarding this skill through my work with our school counselor and school social worker.
D3. Demonstrating an understanding of state, federal, and case law governing general education, special education, and community education.	1- I have very little experience with this skill.	4- I learned a lot about this skill through my course work at MSUM, talking with my principal, and lobbying for alternative education in St. Paul.	4- Same as mid-program comments.
<b>E. Political Influence and Governance</b>			
E1. Exhibiting an understanding of school districts as a political system, including governance models;	1- I have no experience with this skill.	2- I have learned a lot about this topic through my MSUM coursework.	3- I have learned a lot about this topic through my MSUM coursework, and through conversations with my principal and my superintendent.
E2. Demonstrating the ability to involve stakeholders in the development of educational policy;	2- I have very little experience with this skill.	4- I have bolstered this skill through meeting with parents, and talking to students regarding the policies at my school. I have also cultivated this skill through my lobbying efforts.	4- Same as mid-program comments.
E3. Understanding the role and coordination of social agencies and human services;	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where the population is often involved with various outside agencies.	5- Same as initial comments.	5- Same as initial comments. I am in constant contact with outside service agencies to get my students the help they need.

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E4. Demonstrating the ability to align constituencies in support of priorities and build coalitions for programmatic and financial support.	1- I have no experience with this skill.	3- I learned much about this topic through my MSUM coursework. I also learned that I use this skill more often than I thought through meeting with parents, students, and colleagues, my principal and outside service agencies to support each and every student at my school.	3- Same as mid-program comments.
<b>F. Communication</b>			
F1. Formulating and carrying out plans for internal and external communications;	4- I communicate plans very well, often with the assistance of technology.	5- I have displayed this skill numerous times, thus far. I regularly communicate with PLC members I lead based on communication means previously discussed. I also communicated with middle school and elementary teachers for both PBL activities and BreakoutEDU units. I also communicated effectively with staff when I was leading staff meetings at my school.	5- Same as mid-program comments. Additionally I use this skill every time I presented at educational conferences such as the TIES conference and Google Summits.
F2. Demonstrating facilitation skills;	4- I demonstrate this skill every day in my classroom.	4- Same as initial comments.	4- As previously mentioned, I use this skill every day in my classroom. I also facilitated PBL units, BreakoutEDU units, and a multitude of PD sessions at various schools and education conferences.
F3. Recognizing and applying an understanding of individual and group behavior in normal and stressful situations;	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where stressful situations are “par for the course”	5- Same as initial comments.	5- Same as prior comments. Specifically, I work with students with depression, anxiety, behavioral disorders, etc. I regularly meet with parents to discuss student successes and failures. The failure conversations often get heated. My principal said he depends on me those situations because I am “cool under pressure”.
F4. Facilitating teamwork;	5- I demonstrate this skill every day in my classroom, and often with my local PLC.	5- Displayed in my role as PLC member, leading my PLC, facilitating group work in my class and PBL projects, and facilitating group work in PD settings.	5- Same as mid-program comments.
F5. Demonstrating an understanding of conflict resolution and problem solving strategies;	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where I have been in charge of resolving numerous conflicts.	5- Same as initial comments.	5- In addition to previous comments, I learned a lot about restorative justice practices while updating the ALC staff manual.
F6. Making presentations that are clear and easy to understand;	5- This is by far my greatest skill.	5- This comes naturally to me. I present to teachers and students all of the time. My Master’s Degree in Instructional Design and Technology gave me even more skills related to this topic, making my presentations during my practicum even more effective.	5- Same as mid-program comments.

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F7. Responding, reviewing and summarizing information for groups;	4- I demonstrate this skill in my classroom every day. I also use this skill when I present on technology at conferences.	4- Same as initial comments.	5- Displayed when presenting at PD conferences and school PD sessions, when leading meetings, and in my daily classroom activities.
F8. Communicating appropriately speaking, listening, and writing for different audiences such as students, teachers, parents, community, and other stakeholders;	4- I demonstrate this skill in my classroom every day. I also use this skill when I present on technology at conferences, and when I meet with parents to discuss their child.	5- As I have mentioned in previous comments above, I utilized this skill numerous times during my practicum through PLC and PD work.	5- Same as mid-program comments.
F9. Understanding and utilizing appropriate communication technology.	5- I thrive at this skill.	5- Mentioned above in numerous competencies.	5- 5- Mentioned above in numerous competencies. PLC work, leading meetings and PD sessions.
<b>G. Community Relations</b>	<b>Self Score(1-5) and Comments</b>		
G1. Articulating organizational purpose and priorities to the community and media;	2- I have very little experience with this skill.	5- I have exercised this skill when promoting the ALC to the school board. I also reached out to the media regarding the ALC being awarded digital citizenship recognition in the State of Minnesota.	5- Same as mid-program.
G2. Requesting and responding to community feedback;	4- I regularly communicate and accept feedback from parents, outside service providers during various meetings and through email.	5- I continued to do the same work mentioned in initial comments throughout my practicum.	5- Same as initial and mid-program comments.
G3. Demonstrating the ability to build community consensus;	4- I regularly communicate and accept feedback from parents, outside service providers during various meetings and through email.	4- I continued to do the same work mentioned in initial comments throughout my practicum.	4- Same as initial and mid-program comments.
G4. Relating political initiatives to stakeholders, including parental involvement programs;	4- I regularly communicate and accept feedback from parents, outside service providers during various meetings and through email.	5- I continued to do the same work mentioned in initial comments throughout my practicum.	5- Same as initial and mid-program comments. I also displayed this skill when lobbying lawmakers.
G5. Identifying and interacting with internal and external publics;	4- I regularly communicate and accept feedback from parents, outside service providers during various meetings and through email.	4- I continued to do the same work mentioned in initial comments throughout my practicum.	4- Same as initial and mid-program comments. I also displayed this skill when lobbying lawmakers.
G6. Understanding and responding to the news media;	1- I have no experience with this skill.	3- I gained experience with this skill when communicating with local media about digital citizenship recognition, as mentioned above.	5- Same as mid-program comments.

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G7. Promoting a positive image of schools and the school district;	3- I have had experience with this skill in my role as social media expert at my school.	4- I continued to build upon this skill throughout my practicum as a social media representative.	4- Same as mid-program comments.
G8. Monitoring and addressing perceptions about school-community issues;	3- I have had some experience with this skill in my role as social media expert at my school.	4- Same as abovementioned work.	5- Same as abovementioned work using social media. I also cultivated this skill when promoting the ALC to the school board.
G9. Demonstrating the ability to identify and articulate critical community issues that may impact local education.	2- I have very little experience with this skill	5- I improved greatly when lobbying lawmakers and presenting at school board meetings.	5- Same as mid-program comments.
<b>H. Curriculum Planning and Development for the Success of All Learners</b>	<b>Self Score (1-5) and Comments</b>		
H1. Demonstrating the ability to enhance teaching and learning through curriculum assessment and strategic planning for all learners, including early childhood, elementary, middle and junior high school, high school, special education, and adult levels;	3- I exhibit this strength often in my secondary classroom (which includes SPED students) and at conferences in which I present to adults, but I have not used this skill much with younger populations.	5- Build upon the skills mentioned in initial comments by creating curriculum at all levels, K12, through PBL work.	5- Same as mid-program comments.
H2. Demonstrating the ability to provide planning and methods to anticipate trends and educational implications.	3- I possess this skill but I could hone it.	5- Honed this skill through preparing for technology conferences. Technology moves fast, and I stay on top of trending best practices.	5- Same as mid-program comments.
H3. Demonstrating the ability to develop, implement, and monitor procedures to align sequence, and articulate curriculum and validate curricular procedures;	4- I know how to do this, and I have done this on a daily basis for the past 8 years. My skills grew immensely following completion of my masters degree.	5- Same as initial comments.	5- In addition to the work I do in my social studies classroom, I have improved this skill of mine through my work preparing and implementing digital citizenship lessons based on ISTE technology standards for students.
H4. Demonstrating the ability to identify instructional objectives and use valid and reliable performance indicators and evaluative procedures to measure performance outcomes;	5- I am very good at this skill.	5- Similar to my comments above, I use formative and summative assessment strategies to evaluate and measure performance. I often use technology, such as the testing website, Socrative.com, to execute said assessments. This website makes it easy to measure learning in relation to social studies standards.	5- Same as mid-program comments.

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H5. Appropriately using learning technologies;	5- I am very good at this skill.	5- A hallmark of my teaching. I not only use technology to enhance students' experience in my classroom, but also to increase retention of knowledge of attendees of my PD sessions.	5- Same as mid-program comments.
H6. Demonstrating an understanding of alternative instructional designs, curriculum, behavior management, and assessment accommodations and modifications;	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where the population is very diverse.	5- Behavior management is a skill all alternative educators must possess to survive. I am no exception. I regularly use PBIS strategies and restorative justice strategies in my classroom.	5- In addition to comments from mid-program, I regularly differentiate instruction in my classroom, and I actually present on differentiation at educational technology conferences.
H7. Demonstrating an understanding of urgency of global competitiveness.	3- I understand this skill and apply it, but I could improve on it.	3- Same as initial comments.	4- I have incorporated more activities in my classroom that relate to the interconnected global economy.
<b>I. Instructional Management for the Success of All Learners</b>	<b>Self Score(1-5) and Comments</b>		
I1. Demonstrate an understanding of research of learning and instructional strategies;	4- I have a firm understanding of this skill, and I have applied it often.	5- Building off my held knowledge from my experience and my Master's Degree, I have bolstered this skill through my MSUM course work, and I have displayed it in my creation of PBL, digital citizenship, and social studies activities. I also present on items such as formative and summative best practices and differentiation at PD conferences.	5- Same as mid-program.
I2. Describing and applying research and best practices on integrating curriculum and resources to help all learners achieve at high levels;	3- I am able to do this, but I could use more practice.	3- Same as initial comments.	4- I have improved in this skill through the research I have done as part of my MSUM classwork. I also displayed my knowledge related to this topic in my contributions to our staff handbook.
I3. Demonstrating the ability to utilize data for instructional decision making;	2- I am able to do this, but I could use more practice.	4- I display this skill after every assessment I create. After students complete an assessment in my class, I am careful to look for trends in their responses. If the majority of students get one particular question wrong, it indicates me that I either need to improve my instruction of that topic, or I need to change the way I asked the question. The students' failure in this case is my fault, and I work to fix the problem.	4- I display this skill after every assessment I create. After students complete an assessment in my class, I am careful to look for trends in their responses. If the majority of students get one particular question wrong, it indicates me that I either need to improve my instruction of that topic, or I need to change the way I asked the question. The students' failure in this case is my fault, and I work to fix the problem.
I4. Demonstrating the ability to design appropriate assessment strategies for measuring learner outcomes;	4- I am good at this skill, and often use technology to my advantage.	4- See comments from previous competency above. In addition, I display this skill when I am aware of students' learning styles in my classroom. I may choose different assessment strategies for the same objective, from year to year, depending on the student body. I learned this from my MUSM course	4- Same comments as mid-program.

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		work.	
I5. Demonstrating the ability to implement alternative instructional designs, curriculum, behavior management, and assessment accommodations and modifications.	5- I have demonstrated this skill often in my work at an Alternative Learning Center, where the population is very diverse.	5- Behavior management is a skill all alternative educators must possess to survive. I am no exception. I regularly use PBIS strategies and restorative justice strategies in my classroom.	5- In addition to comments from mid-program, I regularly differentiate instruction in my classroom, and I actually present on differentiation at educational technology conferences.
I6. Demonstrating the ability to appropriately use technology to support instruction.	5- I am very good at this skill.	5- I not only use technology to enhance students' experience in my classroom, but also to increase retention of knowledge of attendees of my PD sessions.	5- Same as mid-program comments.
<b>J. Human Resource Management</b>	<b>Self Score (1-5) and Comments</b>		
J1. Demonstrating knowledge of effective personnel recruitment, selection, and retention;	2- I have some experience hiring in the private sector, but no experience in education.	4- I was able to sit in on a job interview for a middle school teacher, and I learned a lot about the interview process. The interview was over Skype, as the candidate was living in Montana at the time. It was interesting to see an interview from the perspective of the ones asking the questions!	4- Same as mid-program comments.
J2. Demonstrating an understanding of staff development to improve the performance of all staff members;	3- I have led PD sessions for my school and at educational conferences.	5- Through my work educating teachers on technology at educational conferences and at my school, I have a good understanding of how to teach teachers. I have done follow up PD sessions, which allowed me to gauge how well teachers retained the knowledge. (They did pretty well!)	5- Same as mid-program.
J3. Demonstrating the ability to select and apply appropriate models for supervision and evaluation;	1- I am currently learning about this skill.	1- Same as initial comments.	3- I was able to sit in on one of my math teachers classes, and evaluate his performance. Again, it is interesting to be on the other end of an evaluation.
J4. Describing and demonstrating the ability to apply the legal requirements for personnel selection, development, retention, and dismissal;	1- I am currently learning about this skill.	3- I have gained an understanding of this topic through my MSUM coursework.	4- In addition to my MSUM course work, I was able to gain a perspective from two of the principals I worked with, regarding retention and dismissal.
J5. Demonstrating an understanding of management responsibilities to act in accordance with federal and state constitutional provisions, statutory and case law, regulatory applications toward education, local rules, procedures, and directives governing human resource management;	1- I am currently learning about this skill.	3- I have learned about this topic through my MSUM coursework.	3- I have learned about this topic through my MSUM coursework, and demonstrated an understanding through conversations with my ALC principal.

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J6. Demonstrating understanding of labor relations and collective bargaining; and	1- I am currently learning about this skill.	3- I was able to have a conversation with my building rep for my union, and gained knowledge from him about this topic. I have also had numerous conversations with our district union rep about various topics.	3- Same as mid-program comments.
J7. Demonstrating understanding of the administration of employee contracts, benefits, and financial account;	1- I am currently learning about this skill.	3- Learned about this is my MSUM classwork, and demonstrated an understanding during my discussions with the principal at my school.	3- Same as mid-program comments.
<b>K. Values and Ethics of Leadership</b>	<b>Self Score (1-5) and Comments</b>		
K1. Demonstrating an understanding of the role of education in a democratic society;	4- I exhibit this skill often in my social studies classroom.	4- Same as initial comments.	4- As mentioned, I have a deep understanding of this topic as I teach about it in my social studies classes. I have also learned even more information both from my MSUM classes, and from conversations with my principal.
K2. Demonstrating an understanding of and model democratic value systems, ethics, and moral leadership;	3- I exhibit this skill often in my social studies classroom.	3- Same as my initial comments.	4- My understanding of this topic has grown through discussions with my MSUM professors, as well as the principal at my school.
K3. Demonstrating the ability to balance complex community demands in the best interest of learners;	3- I possess this skill, but could learn more.	4- Same as initial comments. I also exercise this ability regularly when talking with other teachers, parents, curriculum director, students and outside service agencies.	5- In addition to my previous comments, I have had the opportunity to prepare for and lead cultural collaborative virtual lessons with other school districts over Skype. These districts had a wide variety of students from backgrounds other than the students at my school.
K4. Helping learners grow and develop as caring, informed citizens;	4- I exhibit this skill often in my social studies classroom.	5- I continue to do this every day in my social studies classroom. We talk about rights, civic duties, and other topics on a regular basis and analyze current events daily.	5- Same as mid-program comments. Additionally, I have led numerous digital citizenship lessons at my school and even earned my school a digital citizenship award for the programming I implemented.
K5. Demonstrating an understanding and application of the Code of Ethics for Administrators under Part 3512.5200.	1- I am currently learning about this skill.	1- Same as initial comments. No change.	3- I have learned about this skill through my MSUM coursework and conversations with various principals.
<b>L. Judgment and Problem Analysis</b>	<b>Self Score (1-5) and Comments</b>		
L1. Identifying the elements of a problem situation by analyzing relevant information, framing issues, identifying possible causes, and reframing possible solutions;	2- I need to improve this skill.	4- I have improved at this skill through analyzing and problem solving issues affecting ALC students. I often bring in outside service providers, when appropriate.	4- Same as mid-program comments.

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L2. Demonstrating adaptability and conceptual flexibility;	4- I use this skill often in my alternative classroom.	5- To build on my initial comments, this skill of mine is exercised daily as alternative education is unpredictable.	5- Same as mid-program comments.
L3. Assisting others in forming opinions about problems and issues;	5- I use this skill daily in my social studies classes.	5- Same as initial comments.	5- I do this daily in my classes, but I also use this skill in my PD sessions to help teachers determine find solutions to problems related to technology use in the classroom.
L4. Reaching logical conclusions by making quality, timely decisions based on available information;	3- I possess this skill, but could improve upon it.	5- I have to do this every time I meet with parents and outside service workers. Teachers and social workers often don't have all the information they need, but are able to make decisions as best as possible, keeping the needs of the students in the forefront.	5- Same as mid-program comments.
L5. Identifying and giving priority to significant issues.	3- I possess this skill, but could improve upon it.	5- Every day there are problems that need to be solved at my school. There is no way to address them all, so I must prioritize the issues based on what's most important and vital to student success.	5- Same as mid-program comments.
L6. Demonstrating understanding of and utilize appropriate technology in problem analysis;	5- I am very good at this skill.	5- Same as initial comments.	5- I have mentioned my technology capabilities multiple times in this document. I am very knowledgeable on the subject.
L7. Demonstrating understanding of different leadership and decision-making strategies, including but not limited to collaborative models and model appropriately their implementation.	3- I possess this skill, but could improve upon it.	3- In addition to my initial comments, I have learned more about this through my MSUM coursework.	5- In addition to previous comments, I have built on this skill through leading staff meetings and PLC meetings.
<b>M. Safety and Security</b>	<b>Self Score (1-5) and Comments</b>		
M1. Demonstrating the ability to develop and implement policies and procedures for safe and secure educational environments;	3- I possess this skill, but need to learn more about it to be truly proficient.	3- Same as initial rating. No change.	5- Attended school safety inservice (ALICE training), which really helped me understand what to do in emergency situation. Very good training!
M2. Demonstrating the ability to formulate safety and security plans to implement security procedures including an articulated emergency chain of command, safety procedures required by law, law enforcement assistance, communication with the public, and evacuation procedures;	1- I am currently learning about this skill.	1- Same as initial rating. No change.	5- Attended school safety inservice (ALICE training), which really helped me understand what to do in emergency situation. Very good training!

**MN Core Leadership Competencies (required for all licensure areas)**

M3. Demonstrating the ability to identify areas of vulnerability associated with school buses, buildings and groups and formulate a plan to take corrective action;	1- I am currently learning about this skill.	1- Same as initial rating. No change.	5- Attended school safety inservice (ALICE training), which really helped me understand what to do in emergency situation. Very good training!
M4. Demonstrating understanding of procedural predictabilities and plan variations where possible;	1- I am currently learning about this skill.	1- Same as initial rating. No change.	5- Attended school safety inservice (ALICE training), which really helped me understand what to do in emergency situation. Very good training!
M5. Demonstrating the ability to develop plans that connect every student with a school adult, eliminate bullying and profiling and implement recommended threat assessment procedures.	3- I have experience with this skill, but I could still grow in this area.	1- Same as initial rating. No change.	5- Attended school safety inservice (ALICE training), which really helped me understand what to do in emergency situation. Very good training!