

Texas Association of Secondary School Principals &
National Association of Secondary School Principals
2023 POY Selection Criteria and Rubric

Culture - Wellness

	1-Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
How have you shaped your school’s culture to foster well-being and safety, so students and adults learn and interact productively? Principal (Q1)	Provides little or no evidence ¹ of shaping the school’s culture to foster well-being and safety so students and adults learn and interact productively	Provides a general outline of his/her approach ² and some evidence of shaping the school’s culture to foster well-being and safety so students and adults learn and interact productively	Clearly articulates his/her approach and provides evidence of shaping the school’s culture to foster well-being and safety so students and adults learn and interact productively	Articulates his/her approach in a compelling fashion and provides strong evidence of shaping the school’s culture to foster well-being and safety so students and adults learn and interact productively
How well supported and safe do you and other students feel at the school? Student (Q1) How well do the adults in your school know you and the other students? Student (Q2) How has your principal shaped the school’s culture to foster well-being and safety, so students and adults learn and interact productively? Teacher (Q1) & Admin (Q1) How has the principal shaped the school’s culture to foster everyone’s well-being and safety? Parent/Community (Q1)	Provides little or no corroborating evidence for the principal’s answer	Provides anecdotal/individual evidence that supports the principal’s response but does not address the school culture more broadly	Provides clear evidence that supports the principal response at the school culture level	Provides compelling evidence that supports the principal response at the school culture level and discusses the principal’s role in shaping the culture.

1. Evidence includes data and examples
2. Approach includes strategies

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2023 POY Selection Criteria and Rubric

Culture - Equity

	1-Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
<p>How have you promoted equity so that each person is known and valued, and receives the individualized, high-quality education to succeed? Principal (Q2)</p>	<p>Provides little or no evidence¹ of promoting equity, knowing each person, or individualizing education to promote each person’s success.</p>	<p>Provides a general outline of his/her approach² and some evidence of promoting equity, knowing each person, or individualizing education to promote each person’s success.</p>	<p>Clearly articulates his/her approach and provides evidence of promoting a culture of equity, where each person is known and valued, and receives individualized education that promotes each person’s success.</p>	<p>Articulates his/her approach in a compelling fashion and provides strong evidence of leading a culture of equity, where each person is known and valued, and receives individualized education that promotes each person’s success.</p>
<p>How well does the school provide you and other students with the support and choices you need to succeed academically? Student (Q3)</p> <p>How has your principal promoted equity so that each person is known and valued, and receives the individualized, high-quality education to succeed? Teacher (Q2)</p> <p>How has the principal promoted equity so that each person is known, valued and receives the individualized, high-quality education to succeed? Parent/Community (Q2)</p>	<p>Provides little or no corroborating evidence for the principal’s answer</p>	<p>Provides anecdotal/individual evidence that supports the principal’s response, and shows that the principal as an individual promotes equity but does not address the school culture more broadly</p>	<p>Provides clear evidence that supports the principal response and promotes a school culture of equity level</p>	<p>Provides compelling evidence that supports the principal response and discusses how principal leads the school and shapes its culture to ensure equity.</p>

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2023 POY Selection Criteria and Rubric

Culture – Student-centeredness

	1- Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
How have you embedded the needs of each student as a guiding value to inform organizational decision-making? Principal (Q3)	Provides little or no evidence of using student needs as a guiding value to inform organizational decisions	Provides a general outline of his/her approach and some evidence of using student needs as a guiding value to inform organizational decisions	Clearly articulates his/her approach and provides evidence of using each student’s needs as a guiding value to inform organizational decisions	Articulates his/her approach in a compelling fashion and provides strong evidence of using each student’s needs as a guiding value to inform organizational decisions
How well is the principal guided by the needs of each student in making decisions about the learning community? Parent/Community (Q3) How has this principal embedded the needs of each student as a guiding value to inform organizational decision-making? Admin (Q2)	Provides little or no corroborating evidence for the principal’s answer	Provides anecdotal evidence that supports the principal’s response but does not address how the principal incorporates student—centeredness as a guiding value when making school-wide decisions	Provides clear evidence that supports the principal response and shows how principal incorporates student—centeredness as a guiding value when making school-wide decisions	Provides compelling evidence that supports the principal response and shows how the principal consistently incorporates student—centeredness as a guiding value in school-wide decisions

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2023 POY Selection Criteria and Rubric

Learning – Results-orientation

	1-Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
How have you lead learning in your school so that each learner, student and adult, will succeed in a globally competitive society? Principal (Q4)	Provides little or no evidence of leading learning in the school so that each learner, student and adult, will succeed in a globally competitive society	Provides a general outline of his/her role or approach and some evidence of leading learning in the school so that each learner, student and adult, will succeed in a globally competitive society	Clearly articulates his/her role and approach, and provides evidence of leading learning in the school so that each learner, student and adult, will succeed in a globally competitive society	Articulates his/her role and approach in a compelling fashion and provides strong evidence with persuasive results of leading learning in the school so that each learner, student and adult, will succeed in a globally competitive society
How well does the school provide you and other students with the support and choices you need to succeed academically? Student (Q3) How has your principal lead the learning in your school so that each learner, student and adult, will succeed in a globally competitive society? Teacher (Q3) How has this principal embedded the needs of his/her students as a guiding value to inform organizational decision-making? Parent/Community (Q4) How has this principal lead the learning in his/her school so that each learner, student and adult, will succeed in a globally competitive society? Admin (Q3)	Provides little or no corroborating evidence for the principal’s answer	Provides anecdotal evidence that supports the principal’s response but does not address the principal role or approach in leading learning in the school	Provides clear evidence that supports the principal response and discusses the principal role and approach in leading learning in the school	Provides compelling evidence that have strong results that supports the principal response and articulates the principal role and approach in leading learning in the school

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2023 POY Selection Criteria and Rubric

Learning – Collaborative leadership

	1- Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
How have you empowered students and adults in your school community to assume leadership roles to promote each person’s learning and well-being? Principal (Q5)	Provides little or no evidence of empowering students and adults to assume leadership roles to promote each person’s learning and well-being	Provides a general outline of his/her approach and some evidence of empowering students and adults to assume leadership roles to promote each person’s learning and well-being	Clearly articulates his/her approach and provides evidence of empowering students and adults to assume leadership roles to promote each person’s learning and well-being	Articulates his/her approach in a compelling fashion and provides strong evidence of empowering students and adults to assume leadership roles to promote each person’s learning and well-being
What opportunities do you and other students have to take leadership roles at your school? Student (Q4) How has your principal empowered students and adults to assume leadership roles that promote each person’s learning and well-being? Teacher (Q4) How has this principal empowered students and adults in his/her school community to assume leadership roles to promote each person’s learning and well-being? Admin (Q4)	Provides little or no corroborating evidence for the principal’s answer	Provides anecdotal/individual evidence that supports the principal’s response but does not address the principal’s approach to empower students and adults to assume leadership roles	Provides clear evidence that supports the principal response and discusses the principal’s approach to empowering students and adults to assume leadership roles	Provides compelling evidence that supports the principal response, and discusses the reasons for, and principal’s approach to empowering students and adults to assume leadership roles

TASSP / NASSP
2023 POY Selection Criteria and Rubric

Learning – Innovation

	1-Requires Development	2 – Approaches Standard	3 – Meets Standard	4 – Exceeds Standard
How have you fostered innovation and creativity as part of the learning process? Principal (Q6)	Provides little or no evidence of fostering innovation and creativity as part of the learning process	Provides a general outline of his/her approach and some evidence of fostering innovation and creativity as part of the learning process	Clearly articulates his/her approach and provides evidence of fostering innovation and creativity as part of the learning process	Articulates his/her approach in a compelling fashion and provides strong evidence of fostering innovation and creativity as part of the learning process
Provide one or two examples of the most innovative learning opportunities you have had at your school. Student (Q5) Provide one or two examples of how your principal fostered innovation and creativity as part of the learning process. Teacher (Q5)	Provides little or no corroborating evidence for the principal's answer	Provides anecdotal evidence that supports the principal's response but does not address how the principal fosters innovation throughout the school	Provides clear evidence that supports the principal response and discusses how the principal fosters innovation throughout the school	Provides compelling evidence that supports the principal response discusses how the principal fosters innovation and creativity as part of the learning process