



Division of Educational Services
School of Education

**Preliminary Administrative Services Credential Program
Supervisor's Confidential Recommendation**

Print Candidate's Name: _____
Last First Middle

School/Work Location: _____

Please check one: ☐ Strongly Endorsed ☐ Endorsed ☐ Not Endorsed at this Time

Comments: _____

Print Supervisor or Designee Name: _____

Supervisor or Designee Signature: _____

Supervisor E-mail Address/Phone Number: _____

Date: _____

Please have your supervisor complete the recommendation below.
This form will need to be attached to your online application
OR your supervisor can email it to Shirin Kassih @skassih@rcoe.us.

Supervisor's Recommendation

Directions: Please check one of the boxes and use the space below to explain your evaluation of this candidate's decisiveness. **A comment is required for this dimension.**

DECISIVENESS – Readiness to make decisions renders judgments, take actions or commit oneself.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: Why did you choose this rating? (Required)

JUDGEMENT – Developing alternative courses of action and making decision which reflect factual information, are based on logical assumptions, and take organizational resources into consideration

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: Why did you choose this rating? (Required)

LEADERSHIP AND INFLUENCE – Utilizing appropriate interpersonal styles and methods in guiding individuals and groups towards task accomplishments; building cohesive cooperation and collaboration among the school's stakeholders. Facilitating group process and the resolution of conflict.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: Why did you choose this rating? (Required)

EXTRA-ORGANIZATIONAL SENSITIVITY – Working with diverse populations and understanding of and sensitivity to various ethnic, cultural, linguistic, economic, and disability groups.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: Why did you choose this rating? (Required)

INITIATIVE AND INNOVATIVENESS – Self-starting rather than passively accepting. Taking action to achieve goals beyond what is necessarily called for. Organization action. Developing unique and creative solutions to complex problems.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: (Optional)

INSTRUCTIONAL LEADERSHIP – Working with Instructional Staff members to create most effective environment that will insure improved student achievement.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: (Optional)

PLANNING AND ORGANIZING – Establishing and/or facilitating a course of action for self and/or others to accomplish a specific goal; planning the proper assignment of personnel and appropriate allocation of resources.

Insufficient
Opportunity to
Observe
☐

Performs
Poorly
This Area
☐

Is Developing
Skills in
This Area
☐

Shows Strength
in This
Area
☐

Shows Exceptional
Skills in
This Area
☐

Comments: (Optional)
