



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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Optional)
