

Non-Instructional Administrator Framework 2.0

Alternative Domain 1 – Non-Student Based Results

Growth Targets on One or More Non-Student Based Quality or Key Performance Indicators*

A. Quality or Key Performance Indicator 1:

B. Quality or Key Performance Indicator 2:

C. Quality or Key Performance Indicator 3:

*Quality indicators can be developed for each division, department, or program. All quality or key performance indicators should align with and/or link to the district or organization's strategic plan or another means of establishing performance targets at a district or organizational level. Districts can add Quality or Key Performance Indicators as needed.

Domain 2 – Leadership

A. Mission, Vision, and Goals for District or Organizational Success

1. Personal Mission and Vision
2. District Mission and Vision
3. Goals and Expectations

B. Culture

1. Values, Beliefs, Principles, and Diversity
2. Language, Traditions, Celebrations, Guiding Principles and Cultural Norms

C. Leadership Behavior

1. Informed and Current
2. Strategic and Systemic
3. Fair, Legal, Honest, and Ethical
4. Work Habits

Domain 3 – Systems

A. Reliable, Aligned, and Consistent Operations

1. Laws, Policies, and Regulations
2. Processes and Procedures
3. Resource Allocation and Management
4. Personnel Policies and Practices

B. Efficient and Effective Operations

1. Personnel Evaluation
2. Performance Development
3. Productivity
4. Leadership Development

Domain 4 - Processes

A. Community Building

1. Internal Stakeholder Relations
2. External Stakeholder Relations
3. Media Relations
4. Communications

B. Evidence Based Improvement

1. Collaborative Inquiry
2. Systematic use of Multiple Data Sources
3. Data Systems
4. Non-Instructional Technology

Domain 5 – Capacity

A. Reliability

1. Dependability
2. Work Quality
3. Professionalism

B. Adaptability

1. Initiative and Responsiveness to Change
2. Creativity and Innovation