

## Alternative Domain 1 – Non-Student Based Results

Growth Targets on One or More Non-Student Based Key Performance Indicators and Measures\*

**A. Key Performance Indicator 1:**

**B. Key Performance Indicator 2:**

**C. Key Performance Indicator 3:**

\*Key Performance Indicators can be developed for each division, department, or program. All 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 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