

**Missouri Department of Elementary and Secondary Education  
Comparison of First Year Administrators and Their Supervisors  
2019 - 2022**

Indicator	UCM Completer	Supervisor of UCM Completer
<b>Standard 1 - Visionary Leadership - Overall Mean</b>	<b>4.43</b>	<b>4.62</b>
I was prepared to effectively communicate the vision, mission, and goals to all staff and stakeholders.	<b>4.60</b>	<b>4.68</b>
I was prepared to lead the development of vision, mission, and goals that promote the success of all students.	<b>4.47</b>	<b>4.63</b>
I was prepared to implement strategies to engage his/her school community in the school's vision, mission, and goals.	<b>4.24</b>	<b>4.55</b>
<b>Standard 2 - Instructional Leadership - Overall Mean</b>	<b>4.35</b>	<b>4.57</b>
I was prepared to establish a culture that promotes high levels of student learning.	<b>4.49</b>	<b>4.66</b>
I was prepared to implement effective processes to identify unique strengths and needs of students.	<b>4.32</b>	<b>4.63</b>
I was prepared to facilitate effective processes for identifying gaps between current outcomes and goals.	<b>4.30</b>	<b>4.53</b>
I was prepared to use data and research to facilitate learning for all students.	<b>4.45</b>	<b>4.57</b>
I was prepared to work with personnel to develop professional growth plans for improvement of student learning.	<b>4.17</b>	<b>4.49</b>
I was prepared to guide the effective use of resources to support student learning.	<b>4.36</b>	<b>4.58</b>
<b>Standard 3 - Managerial Leadership - Overall Mean</b>	<b>4.35</b>	<b>4.61</b>
I was prepared to maintain a safe learning environment for the school community.	<b>4.51</b>	<b>4.71</b>
I was prepared to facilitate effective evaluation processes.	<b>4.19</b>	<b>4.54</b>
<b>Standard 4 - Relational Leadership - Overall Mean</b>	<b>4.40</b>	<b>4.59</b>
I was prepared to establish a culture that nurtures positive relationships.	<b>4.64</b>	<b>4.71</b>
I was prepared to offer positive and constructive feedback to personnel.	<b>4.43</b>	<b>4.62</b>
I was prepared to support positive relationships with families.	<b>4.60</b>	<b>4.70</b>
I was prepared to support positive relationships with community members.	<b>4.45</b>	<b>4.73</b>

I was prepared to collaborate with families to enhance the culture of learning.	<b>4.34</b>	<b>4.61</b>
I was prepared to build partnerships with community members.	<b>4.09</b>	<b>4.55</b>
I was prepared to identify key stakeholders in his/her community.	<b>4.30</b>	<b>4.39</b>
I was prepared to facilitate community support networks to impact student learning.	<b>4.15</b>	<b>4.42</b>
I was prepared to model personal and professional ethical behavior.	<b>4.66</b>	<b>4.76</b>
<b>Standard 5 - Innovative Leadership - Overall Mean</b>	<b>4.54</b>	<b>4.67</b>
I was prepared to use research and best practice to guide his/her professional growth.	<b>4.55</b>	<b>4.66</b>
I was prepared to use research and best practice to guide my professional growth for personnel.	<b>4.53</b>	<b>4.68</b>
What overall rating would you give the quality of the administrator preparation program your principal completed?	<b>4.57</b>	<b>4.66</b>