

School District. No 43 (Coquitlam)
Principal / Vice Principal Reference Document

Candidate Name: _____	Date: _____
Referee Name: _____	
Referee Position/School/District: _____	
E-mail or Phone: _____	

*This form is in lieu of the previous requirement for a principal / vice principal applicant to submit two written reference letters as part of their application package. Please do not write a letter for any principal /vice principal applicants. **Each applicant is required to have this form completed by two referees and to submit the forms themselves, along with the rest of their application by the deadline noted on the posting.***

Using the SD 43 Leadership Framework, please provide information on the applicant’s skills and abilities in the following areas:

Demonstrated ability as an Ethical Leader including:

Competency 1: Moral Purpose; Competency 2: Inclusion of All Partners; Competency 3: Cycle of School Improvement; and Competency 4: Decision Making based on Moral and Ethical Purposes

☐ Excellent ☐ Good ☐ Satisfactory ☐ Developing ☐ Insufficient Evidence

Additional comments (not required):

Demonstrated ability as a Relationship Builder including:

Competency 5: Self Reflection and Self Assessment; Competency 6: Communication and Interpersonal Skills; Competency 7: Leading the Development of Culture and Community; and Competency 8: Leading through Change, Challenges and Crises

☐ Excellent ☐ Good ☐ Satisfactory ☐ Developing ☐ Insufficient Evidence

Additional comments (not required):

Demonstrated ability as a System Leader including:

Competency 9: Management; Competency 10: Organization and Planning; and Competency 11: Applied Data Literacy

☐ Excellent ☐ Good ☐ Satisfactory ☐ Developing ☐ Insufficient Evidence

Additional comments (not required):

Demonstrated ability as a Leader for Learning including:

Competency 12: Deep Understanding of Pedagogy; Competency 13: Learner Focused Culture; and Competency 14: Education Technology to Enhance Learning

☐ Excellent ☐ Good ☐ Satisfactory ☐ Developing ☐ Insufficient Evidence

Additional comments (not required):

Upon completing this form, please provide it back to the applicant - please do not submit it to the ELC on the applicant’s behalf.