



Principal Internship Onsite Supervisor Observation Report

Based on Oregon Principal License Standards (NELP 2018)

Principal Candidate: _____

School: _____

Site Supervisor: _____

University Supervisor: _____

Date: _____

Rating Scale

1 – Needs Focused Attention and Development to Meet Expectations

2 – On Target for Meeting Expectations, Continued Development Expected

3 – One of the Candidate's Strengths at This Point in Time

N/O – Not Observed

Standard 1: Mission, Vision, and Core Values

Observable Behavior	1	2	3	N/O
Connects decisions to the school's mission and vision.	☐	☐	☐	☐
Communicates goals for improving student learning.	☐	☐	☐	☐
Encourages staff ownership of the vision.	☐	☐	☐	☐
Models commitment to continuous improvement.	☐	☐	☐	☐
Uses school data to support improvement priorities.	☐	☐	☐	☐

Evidence/Comments:

Standard 2: Ethics, Professional Norms, and Socio-Political Leadership

Observable Behavior	1	2	3	N/O
Demonstrates honesty, integrity, and confidentiality.	☐	☐	☐	☐
Models professionalism in all interactions.	☐	☐	☐	☐
Makes decisions based on students' best interests.	☐	☐	☐	☐
Demonstrates awareness of district, state, and political influences.	☐	☐	☐	☐
Responds appropriately to difficult or sensitive situations.	☐	☐	☐	☐

Evidence/Comments:

Standard 3: Equity and Cultural Leadership

Observable Behavior	1	2	3	N/O
Demonstrates respect for diverse backgrounds and perspectives.	☐	☐	☐	☐
Identifies barriers to student success.	☐	☐	☐	☐
Promotes equitable opportunities for students.	☐	☐	☐	☐
Uses inclusive language and practices.	☐	☐	☐	☐
Encourages staff to examine equity in instruction.	☐	☐	☐	☐

Evidence/Comments:

Standard 4: Instructional Leadership

Observable Behavior	1	2	3	N/O
Conducts classroom observations focused on learning.	☐	☐	☐	☐
Provides timely, actionable feedback.	☐	☐	☐	☐
Uses student achievement data during discussions.	☐	☐	☐	☐
Facilitates collaborative conversations about instruction.	☐	☐	☐	☐
Promotes evidence-based instructional practices.	☐	☐	☐	☐
Encourages reflective practice and professional growth.	☐	☐	☐	☐

Evidence/Comments:

Standard 5: Community and External Leadership

Observable Behavior	1	2	3	N/O
Communicates effectively with families.	☐	☐	☐	☐
Builds positive community partnerships.	☐	☐	☐	☐
Represents the school professionally.	☐	☐	☐	☐
Listens respectfully to stakeholder concerns.	☐	☐	☐	☐
Encourages meaningful family engagement.	☐	☐	☐	☐

Evidence/Comments:

Standard 6: Operations, Management, and Legal Issues

Observable Behavior	1	2	3	N/O
Organizes meetings and activities efficiently.	☐	☐	☐	☐
Demonstrates sound operational decision-making.	☐	☐	☐	☐
Understands legal and policy requirements.	☐	☐	☐	☐
Uses resources responsibly.	☐	☐	☐	☐
Maintains a safe and orderly learning environment.	☐	☐	☐	☐

Evidence/Comments:

Standard 7: Human Resource Leadership

Observable Behavior	1	2	3	N/O
Builds positive professional relationships.	☐	☐	☐	☐
Coaches staff through reflective feedback.	☐	☐	☐	☐
Recognizes strengths while addressing growth areas.	☐	☐	☐	☐
Supports collaborative decision-making.	☐	☐	☐	☐
Encourages continuous professional learning.	☐	☐	☐	☐

Evidence/Comments:

Overall Reflection

Candidate Strengths

Areas for Continued Growth

Recommended Next Steps
