**California Administrator Performance Expectations (CAPEs)**

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**Category A: Visionary Leadership (CAPEs A1–A20)**

**CAPE 1:** Developing and Articulating a Vision of Teaching and Learning for the School Consistent with the Local Education Agency’s Overall Vision and Goals

**CAPE 2:** Developing a Shared Commitment to the Vision Among All Members of the School Community

**CAPE 3:** Leading by Example to Promote Implementation of the Vision

**CAPE 4:** Sharing Leadership with Others in the School Community

**Category B: Instructional Leadership (CAPEs B1–B32)**

**CAPE 5:** Promoting Implementation of K-12 Standards, Pedagogical Skills, Effective Instructional Practices and Student Assessments for Content Instruction

**CAPE 6:** Evaluating, Analyzing, and Providing Feedback on the Effectiveness of Classroom Instruction to Promote Student Learning and Teacher Professional Growth

**CAPE 7:** Demonstrating Understanding of the School and Community Context, Including the Instructional Implications of Cultural/Linguistic, Socioeconomic, and Political Factors

**CAPE 8:** Communicating With the School Community about Schoolwide Outcomes Data and Improvement Goals

**Category C: School Improvement Leadership (CAPEs C1–C9)**

**CAPE 9:** Working with Others to Identify Student and School Needs and Developing a Data-Based School Growth Plan

**CAPE 10:** Implementing Change Strategies Based on Current, Relevant Theories and Best Practices in School Improvement

**CAPE 11:** Identifying and Using Available Human, Fiscal, and Material Resources to Implement the School Growth Plan

**CAPE 12:** Instituting a Collaborative, Ongoing Process of Monitoring and Revising the Growth Plan Based on Student Outcomes

**Category D: Professional Learning and Growth Leadership (CAPEs D1–D11)**

**CAPE 13:** Modeling Life-Long Learning and Job-Related Professional Growth

**CAPE 14:** Helping Teachers Improve Their Individual Professional Practice Through Professional Growth Activities

**CAPE 15:** Identifying and Facilitating a Variety of Professional and Personal Growth Opportunities for Faculty, Staff, Parents, and Other Members of the School Community in Support of the Educational Program

**Category E: Organizational and Systems Leadership (CAPEs E1–E27)**

**CAPE 16:** Understanding and Managing the Complex Interaction of All of the School’s Systems to Promote Teaching and Learning

**CAPE 17:** Developing, Implementing, and Monitoring and Monitoring the School’s Budget

**CAPE 18:** Implementing California School Laws, Guidelines, and Other Relevant Federal, State, and Local Requirements and Regulations

**Category F: Community Leadership (CAPEs F1–F10)**

**CAPE 19:** Representing and Promoting the School’s Accomplishments and Needs to the LEA and the Public

**CAPE 20:** Involving the Community in Helping Achieve the School’s Vision and Goals

*The “California Administrator Content Expectations” (CAPEs) are 109 identified content knowledge expectations for a Tier I program.*