



Washoe County School District
 Washoe Academy of School Leaders
 Email to: WASL@washoeschools.net

CERTIFICATED CONFIDENTIAL REFERENCE/VERIFICATION OF EMPLOYMENT

DATE:

APPLICANT'S NAME:

The applicant listed above has applied for a position with Washoe County School District. The applicant has authorized you to release the information requested.

What is/was your working relationship with the applicant? _____

From _____ To _____

What position does/did the applicant occupy?

Washoe County School District screens prospective employees to evaluate whether an applicant poses a risk of harm to the children, employees, and all individuals it serves. Are you aware of **any** information relative to this applicant posing such a risk?

No Yes (If yes, please explain):

Would you rehire this person if the opportunity arose?

Yes No (If no, please explain):

Is there any other individual that I should speak to regarding this applicant?

No Yes (If yes, please provide name and phone)

 (Name)

 (Phone #)

Have you observed this applicant: Yes No

If yes, Formally Informally



Please make a short statement about the applicant’s character, work ethic, dependability, flexibility and/or relationship with the applicant. (Attach additional pages if needed.)

Complete for leadership potential	Superior	Above Average	Average	Below Average	N/A
<p>Building and Maintaining Relationships <i>Candidate is able to build a welcoming, caring environment through genuine interest in the well-being of adults and students. Candidate is also able to successfully engage stakeholders in positive and productive discourse to support a positive school community.</i></p>					
<p>Change Management <i>Candidate is able to actively challenge the status quo by communicating and operating from strong ideals and beliefs about school. Candidate is able to show flexibility to meet the needs of changing situations. Candidate is able to monitor the effectiveness of school practices and their impact on student learning. Candidate is able to inspire and lead new innovations/initiatives.</i></p>					
<p>Equity Orientation <i>Candidate operates with a deep belief that all children can achieve regardless of race, perceived ability, and socio-economic status. Candidate has an understanding that equity means that every student is provided the support and resources they individually need to accomplish the same end goal: graduation and college- and career- readiness. The end-goal for all students is the same but the process to get there differs.</i></p>					

<p>Instructional Leadership Candidate is able to create and sustain a focus on learning by setting clear expectations and monitoring the effectiveness of current practices. Candidate is able to give clear feedback and effective coaching. Candidate is knowledgeable about curriculum, instruction, and assessment practices.</p>					
<p>Data Orientation Candidate gathers and analyzes multiple sources of data to monitor and evaluate progress toward clearly articulated goals. Candidate has a focus on continuous improvement and growth toward goals. Candidate is able to give feedback based on the data gathered.</p>					
<p>Leadership Principles Candidate leads and inspires others. Candidate recognizes and rewards the accomplishments of others. Candidate is directly involved with and supports the efforts of others to design curricular activities and address assessment and instructional issues. Candidate is an advocate for school stakeholders.</p>					

Employer/Reference Name

Title/Relationship

Signature

Phone

Date

Date: 9/27/18