



**Department of Educational Leadership and Counseling**  
**Administration and/or Instructional Leadership References**  
**Sam Houston State University**  
*A Member of The Texas State University System*

**Student Name:** \_\_\_\_\_ **Social or Sam ID:** \_\_\_\_\_

**Reference Name:** \_\_\_\_\_ **Position:** \_\_\_\_\_

**Address:** \_\_\_\_\_ **Contact Number:** \_\_\_\_\_

The person applying has qualified for admission to a program of preparation leading to a Principal Certificate in The State of Texas OR a Master's Degree in Educational Administration or Instructional Leadership. We solicit your assistance in determining his/her suitability for service in the role indicated. Your response will be held in strictest confidence.

**Directions:** Score the candidate according to the degree that he/she exhibits the behavior or characteristic indicated. The scale is established with a continuum of 5 to 1 and "NA" as follows:

5= always; 4= often; 3= sometimes; 2= seldom; 1= never; NA= no knowledge of or opportunity to observe

- |  |                            |                            |                            |                            |                            |                             |
|--|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|
| 1. Achievement of Instructional Objectives | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 2. Organization and Management             | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 3. Intellectual Capability                 | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 4. Energy and Enthusiasm                   | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 5. Integrity                               | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 6. Maturity                                | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 7. Communications Skills                   | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 8. Relationship with Others                | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 9. Decision Making Ability                 | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |
| 10. Leadership Skills                      | <input type="checkbox"/> 5 | <input type="checkbox"/> 4 | <input type="checkbox"/> 3 | <input type="checkbox"/> 2 | <input type="checkbox"/> 1 | <input type="checkbox"/> NA |

**Overall Rating:**

Based on other master's students I have known, I would rate this individual:

☐Above Average    ☐Average    ☐Below Average

**Additional Comments:**

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**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_