



**Department of Educational Leadership  
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:** \_\_\_\_\_

**This applicant has applied to a program of preparation leading to 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 indicted. 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**

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