



The goal of LEAD & LEARN is to support the continuous growth and development of each Leader by monitoring, analyzing, and applying pertinent evidence compiled within a system of meaningful feedback. The uniform performance domains provide a balance between structure and flexibility and define common purposes and expectations, thereby guiding effective Leadership.

*Supervisors (principals) should always refer to the **domains and big concepts** when rating a Leader (vice principals).*

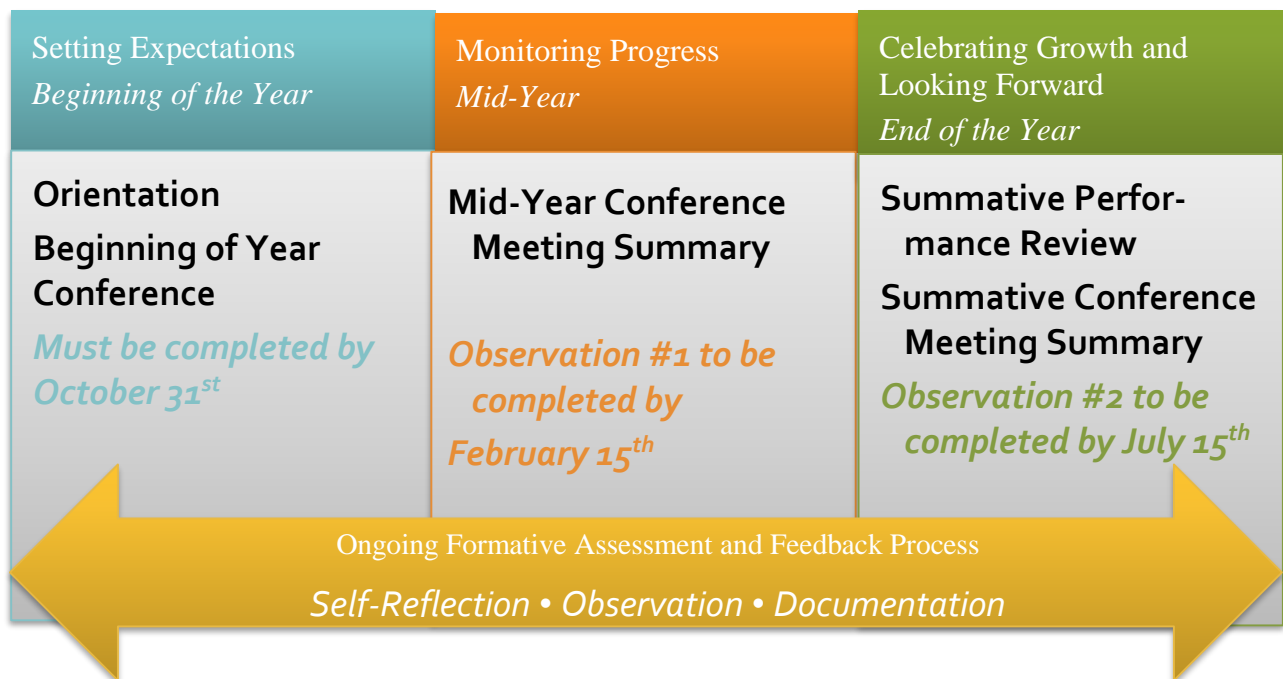
Leaders shall identify the following:

- (3) big concepts from each of the Instructional Leadership and Organizational Leadership domains should be measured (OL3 Lead with Integrity, fairness and ethics, must be 1 of the 3).
- All measured domains should be identified by the conclusion of the **Beginning of the Year Conference**, with the Beginning of the Year Conference completed and agreed upon by both parties by October 31st.

Process Flow

The process by which Leaders will implement the LEAD & LEARN Growth and Effectiveness System is depicted in Figure 5. This flow chart provides broad guidance for the process.

Figure 5: LEAD & LEARN Growth and Effectiveness System Process Flow



Note: Tenured Vice Principals are required to have 1 observation (by July 15th) and Non-tenured Vice principals are required to have 2 observations (one by February 15th and one by July 15th).