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 should always refer to the **domains and big concepts** when rating a Central Office Leader.*
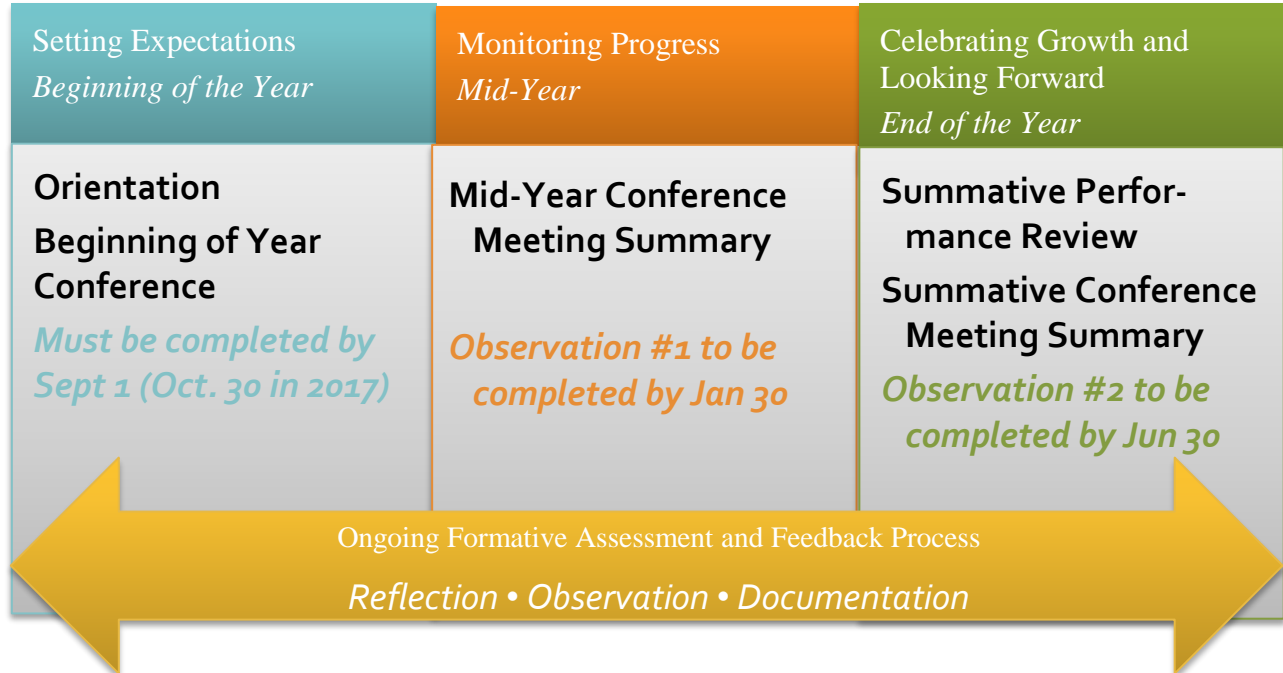
Central Office Leaders shall identify the following:

- Eight (8) big concepts from the Instructional Leadership and Organizational Leadership domains should be measured (OL3 Lead with Integrity, fairness and ethics, must be 1 of the 8).

- 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 30, 2017 in this pilot year, and September 1 of each successive year.

- Central Office Leaders will also complete a separate **Goal Setting Form**.

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

Setting Expectations *Beginning of the Year*	Monitoring Progress *Mid-Year*	Celebrating Growth and Looking Forward *End of the Year*
Orientation **Beginning of Year Conference** *Must be completed by Sept 1 (Oct. 30 in 2017)*	**Mid-Year Conference** **Meeting Summary** *Observation #1 to be completed by Jan 30*	**Summative Performance Review** **Summative Conference Meeting Summary** *Observation #2 to be completed by Jun 30*

Ongoing Formative Assessment and Feedback Process

Reflection • Observation • Documentation

In 2017-2018 each Central Office Leader will have two observations conducted, an opening conference by October 30, 2017, a mid-year conference by January 30, 2018 and a summative conference by June 30, 2018.