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| --- | --- | --- | --- |
| **Leader Name:** |  | **Title:** |  |
| **Supervisor Name:** |  | **Title:** |  |
| **School/Location:** |  | **Date:** |  |

Supervisors will use this tool to prepare feedback for a leader based on an observation / site visit, or other evidence collection. Refer to the big concepts for each leadership performance domain to find examples of behaviors that, when documented, support a degree of effectiveness for that standard.

Supervisors should provide feedback that is evidence-based, specific to the performance domains, and that will assist the leader in professional growth and overall effectiveness. In conversations, use open-ended questions to guide conversation specific to the performance domains and follow-up questions as needed to solicit responses that are evidence-based.

Request evidence beyond what has already been seen to support each performance standard as needed. Allow leaders to submit additional evidence of their effectiveness on performance standards as desired.

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| --- | --- |
| Instructional Leadership | |
| IL1. Supports and implements a shared vision for success | |
| Evidence | Supervisor’s Feedback |
|  |  |
| IL2. Supports and maintains a climate of accountability for learning | |
| Evidence | Supervisor’s Feedback |
|  |  |
| IL3. Supports high quality, rigorous, student centered instructional programs | |
| Evidence | Supervisor’s Feedback |
|  |  |
| IL4. Supports a culture of data driven decision making | |
| Evidence | Supervisor’s Feedback |
|  |  |
| IL5. Develop and coach teachers and instructional staff | |
| Evidence | Supervisor’s Feedback |
|  |  |

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| --- | --- |
| Organizational Leadership | |
| OL1. Supports the management of organization, operations and resources to promote a safe, efficient, and effective learning environment | |
| Evidence | Supervisor’s Feedback |
|  |  |
| OL2. Supports a culture of learning, growth, positive behavior, persistence and high expectations | |
| Evidence | Supervisor’s Feedback |
|  |  |
| OL3. Leads with integrity, fairness, and ethics | |
| Evidence | Supervisor’s Feedback |
|  |  |
| OL4. Supports and leads change and innovation | |
| Evidence | Supervisor’s Feedback |
|  |  |
| OL5. Supports the engagement of students, families and the entire community of stakeholders in the learning process | |
| Evidence | Supervisor’s Feedback |
|  |  |

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| **Summary of Strengths:** |
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| **Opportunities for Growth:** |
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| **Recommendations and Next Steps:** |
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| --- | --- |
| Leader’s name: | |
| Leader’s signature: | Date: |
| ☐ *My signature indicates that I have participated in this conference and have reviewed this summary. It is not an indication that I agree with the content*. | |
| Supervisor’s name: | |
| Supervisor’s Signature | Date: |

During the Pilot Year, a printed and signed copy of this form should be submitted to the Office of Human Resources with a Copy to the Appropriate Assistant Superintendent. A pdf scanned copy can be emailed to [humanresources@scsd.us](mailto:humanresources@scsd.us)

In 2017-18 this form will be created in Truenorthlogic.