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 February 17, 2017 in this pilot year, and September 30 of each successive year.

**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

**In 2016-2017 each Vice Principal will have one observation conducted, an opening conference by February 17, 2017 and a summative conference by June 30, 2017.**

Setting Expectations

*Beginning of the Year*

**Orientation**

**Beginning of Year Conference**

***Must be completed by Sept 30***

Monitoring Progress

*Mid-Year*

**Mid-Year Conference Meeting Summary**

***Observation #1 to be completed by Jan 30***

Celebrating Growth and Looking Forward

*End of the Year*

**Summative Performance Review**

**Summative Conference Meeting Summry**

***Observation #2 to be completed by Jun 30***

Ongoing Formative Assessment and Feedback Process

*Self-Reflection* • *Observation* • *Documentation*

*Progress towards growth* • *Feedback*

***Non-Tenured VPs*** *will receive two observations per year. The first will be completed by January 30. At the mid-year point, non-tenured VPs will received observation feedback at the Mid-Year Conference Meeting Summary. The 2nd observation will be completed by June 30.*

***Tenured VPs*** *will received one observation per year. This will be completed by June 30. At the mid-year point, tenured VPs will receive the Mid-Year Conference Meeting Summary.*