Ohio Leadership Advisory Council

OLAC Evaluation Crosswalk - Principal

The principal will focus on the standard listed below, complete the associated modules, and review the other suggested resources.

Principal Signature:

Evaluator Signature:

Conference Dates:

Date of Completion:

Standard Nine (Management): Strategic Staffing

The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.

ODEW Essential Question for the Standard: Have I demonstrated an understanding of staff capacity to effectively utilize all available personnel to support student learning?

OLAC Focusing Questions for Principals' Self-Reflection: By Standard-

1. Would I like to know more strategic staffing (i.e. hiring, assignment, and retention) methods to align professionals' skills and outlooks to a school's vision, mission, and core values? Resources include:
    - OLAC Module: Resource Management
    - Urban Sustainability Directors Network (USDN): Equity, Diversity, and Inclusion in Recruitment, Hiring, and Retention (2018)
2. Would I benefit from learning how to deploy staff expertise to improve teaching and learning and close opportunity and achievement gaps? Resources include:
    - OLAC Module: Teams Using Data Wisely
    - OLAC Video: Elise Frattura Teams as the Framework for Improving Educational Equity
    - The Wallace Foundation: How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research (2021)
    - Ohio Partnership for Excellence in Paraprofessional Education (OPEPP)
    - Ohio Inclusive Instructional Leadership Programs
    - Ohio Center for Autism and Low Incidence (OCALI)

OLAC Focusing Questions for Principals' Self-Reflection: By Indicator-

9.1: The effective educational leader participates in the acquisition of high-quality recruits.

1. What tools would enhance the school's efforts to contribute meaningfully to the recruitment and selection of high-quality educators and related services personnel?
    - Ohio Department of Education and Workforce: Ohio's Teacher Workforce
    - Ohio Department of Education and Workfoce - Human Capital Resource Center: Building Your Capacity to Attract, Hire, and Support Ohio Educators
    - Principal's Playbook: Hire, Train, & Retain Great Teachers
    - The Wallace Foundation: Staffing and Professional Development
    - Ohio Center for Autism and Low Incidence (OCALI): Collaborative Planning, Templates, and Examples
    - Learning Edge: Quality Design Principle #10: Seek Intentionality and Alignment (2019)
    - Learning Edge: Quality Design Principle #14: Increase Organizational Flexibility (2019)