

### 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:

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### 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:
  - o OLAC Module: [Resource Management](#)
  - o 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:
  - o OLAC Module: [Teams Using Data Wisely](#)
  - o OLAC Video: [Elise Frattura Teams as the Framework for Improving Educational Equity](#)
  - o The Wallace Foundation: [How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research](#) (2021)
  - o [Ohio Partnership for Excellence in Paraprofessional Education](#) (OPEPP)
  - o [Ohio Inclusive Instructional Leadership Programs](#)
  - o [Ohio Center for Autism and Low Incidence](#) (OCALI)

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

9.2: The effective educational leader develops and/or uses clear selection criteria and hiring processes.

1. Would it be helpful to have access to tools that help me develop clear criteria to use in recruiting, selecting, and hiring candidates for positions at my school?
  - o The Wallace Foundation: [Staffing and Professional Development](#)
  - o National Comprehensive Center for Teacher Quality: [Identifying How Highly Effective Leaders Support Teachers](#) (2008)
2. Would I like to learn more about hiring processes that foster inclusive school practice?
  - o OLAC Module: [Resource Management](#)
  - o The Education Trust: [Alliance for Resource Equity](#) (2020)
  - o Educause: [A Checklist for Inclusive Hiring](#) (2019)
  - o Diversity Officer Magazine: [The Top Ten Culturally Competent Interviewing Strategies](#)