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-

9.3: The effective educational leader aligns the assignment of staff to students' needs to ensure the use of staff members' diverse expertise and skill sets and culturally responsive practices.

1. Would I like to learn about tools that can help me better deploy staff expertise and skills to meet the needs of particular students and student groups? Resources include:
    - OLAC Module: Resource Management
    - Aurora Institute: Hiring for Cultural Responsiveness – A Necessary Consideration
    - Ohio Department of Education and Workforce: Teacher Leadership
    - The Learning Accelerator: Problems of Practice: How can strategic staffing better serve students with learning disabilities?
2. Would I like to know more about how to make use of staff members' cultural competence and community connections? Resources include:
    - Ohio Department of Education and Workforce: The Human Capital Resource Center: Culturally Responsive Practice

- OLAC Cornerstone Connections: Serving as a Catalyst for Innovation and Improvement: SST Region 8 Supports District Capacity Building to Improve Learning for All Students
- Washington State OSPI: Funds of Knowledge

3. Would I like to learn more about how to develop the skills and capacities of paraprofessionals and support staff to better serve individual students, groups of students, and the school as a whole? Resources include:

    - Ohio Partnership for Excellence in Paraprofessional Preparation
    - OLAC Module: Resource Management
    - Ohio Department of Education and Workforce: The Human Capital Resource Center
    - ResearchGate: Building a Workforce Pipeline: Community Leaders are Essential (2019)
    - Ohio Department of Education and Workforce: Grow Your Own Teacher Scholarship Program (2017)
    - EdWeb.Net: Solutions for the Teacher Shortage Pipelines, Partnerships, and Pathways