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-

9.4: The effective educational leader provides opportunities for staff to assume leadership roles within the school.

1. Would I like to learn more about strategies for building the leadership skills of teachers and other educators as a way to expand overall school leadership capacity?
    - OLAC Module: Teams Using Data Wisely
    - OLAC Module: Shared Accountability
    - OLAC Module: Leadership
    - OLAC Module: Coaching
    - Ohio Department of Education and Workforce: Teacher Leadership
    - OLAC Lead the Way Podcast Series Episode #8: Teams Working Towards Inclusive Instructional Practices
    - NASSP Webinar: Identifying, Selecting, and Training Teacher Leaders to Build Climate
    - Learning Forward: A Systemic Approach to Elevating Teacher Leadership (2016)
    - Journal of School Administration Research and Development: Developing the Leadership Capacity of Teachers: Theory to Practice (Carswell, 2021)