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-

9.5: The effective educational leader implements an evaluation process that promotes the professional growth and performance of staff.

1. Would I like to know more about effective use of the Ohio Teacher Evaluation System (OTES)? Resources include:
    - Ohio Department of Education and Workforce: Teacher Evaluation and Evaluation FAQs
    - Ohio State Board of Education: Ohio Evaluation System (OhioES) Help
    - Ohio Department of Education and Workforce / National Institute for Excellence in Teaching (NIET): OTES Training Workbook
    - OLAC Webinar: Moving the Work Forward Through OTES
2. Would my school teams like to learn about peer feedback processes that promote professional growth and improved performance?
    - OLAC Module: Coaching
    - OLAC Module: Teams Using Data Wisely
    - OLAC Video: One Teach, One Observe Teaching Model
    - YouTube: Instructional Rounds at Hoover Elementary (2018)

- Resilient Educator: Instructional Rounds: Not Just for Administrators

3. Would I like to learn more about supportive and inclusive evaluation processes?

    - Ohio Department of Education and Workforce: Working Conditions for Teachers
    - OLAC: A Teacher's Perspective
    - OLAC Lead the Way Podcast Series Episode #2: Learning about Coaching from Ohio Leaders
    - OLAC Video: Support for Leadership Coaching in Bucyrus City Schools