Ohio Leadership Advisory Council

OLAC Evaluation Crosswalk - Superintendent

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

Teacher Signature:

Evaluator Signature:

Conference Dates:

Date of Completion:

Standard 4: Instruction

Superintendents lead the creation of instructional systems designed for high student achievement.

OLAC Resources

- **Podcasts**
  - Episode 17: Prioritizing Teaching and Learning
  - Episode 18: Empowering Collaborative Leadership: A Clearview Success Story
  - Episode 19: Data-Driven Leadership in Education
  - Episode 20: Decisions Made Together: The Power of Shared Leadership in Schools
  - Episode 21: Beyond Literacy Basics: Building Readers and Leaders
  - Episode 22: Transformative Leadership in Education: A Conversation with Dr. Joe Clark
  - Episode 23: Exploring Ohio's Integrated Multi-Tiered System of Supports

- **Professional Learning Series**
  - DLT Game Plan: Powering Up Teams Through Purposeful Dialogue and Problem Solving
  - From Good to Great: The Journey Behind OLAC'S 2024 Outstanding District of the Year
  - Power Up Your Leadership: OLAC Assessments in Action
  - Early Literacy for Every Learner: Engaging Families and Building Foundations
  - Empowering Building-level and Teacher-based Teams Series: How Do We Know What's Working?
  - Empowering Building-level and Teacher-based Teams Series: Strengthening Teacher-Based Teams to Drive a Data-Informed Culture
  - Empowering Building-level and Teacher-based Teams Series: TBT-to-BLT Communication & Action Planning for Sustained Success
  - Empowering Elementary Schools & Principals as Literacy Champions
  - Empowering Secondary Schools & Principals as Literacy Champions
  - Instructional Leadership in Action: Building Confidence, Growth, and Impact
  - Unlock the Power of Literacy: Discover the ALL Ohio Literacy Library
  - Unpacking Readiness Strategies for Implementing and Tracking the College Career Workforce and Military Readiness Measure

OLAC Focusing Questions for Superintendents, Standard 4:

1. Are there teams, processes, and systems in place in my district to ensure well-grounded, effective, and productive curriculum and instruction techniques are shared, used, and systematically improved? Resources include:
   - OLAC Podcast: Episode 16: Systemic Improvement Practices: A Framework for School Leadership
   - OLAC Module: Leadership
   - OLAC Module: Leadership for Early Childhood Care and Education
   - OLAC Module: Coaching
   - OLAC Module: Curriculum
   - OLAC Module: Instruction
   - OLAC Module: Leading Literacy
   - OLAC Module: Learning Supports
   - OLAC Module: TBTs: Bottom-Up and Top-Down
   - OLAC Video: Cathy Lassiter on Aligning Curriculum, Instruction and Assessment

- OLAC Module: Educational Equity: Understanding Why It's So Important
- OLAC Video: Selecting Effective Instructional Strategies for the Three Phases of Learning
- Ohio Department of Education and Workforce: Learning in Ohio
- Ohio Department of Education and Workforce: Literacy: Read Ohio

2. Do I maintain a culture of understanding and using data well? Resources include:
   - OLAC Module: Assessment
   - OLAC Module: The Collaborative Process
   - OLAC Module: Teams Using Data Wisely
   - OLAC Video: Cathy Lassiter on Aligning Curriculum, Instruction and Assessment
   - OLAC Module: Implementation Science
   - OLAC Foundational Concept: Handling Data in Ohio Leadership Teams
   - Opportunity Culture: Plan Ahead and Raise Sights
   - OLAC Video: Alliance City Schools on Clarity and Culture
   - OLAC Video: Bucyrus City Schools, Board Member and Superintendent on Improving Outcomes for Students
   - OLAC Video: Neil Gupta on Supporting Collaborative Building Leadership Teams
   - OLAC Video: Effective Instruction with Clear Learning Targets
   - OLAC Video: Cathy Lassiter A Cycle of Inquiry for TBTs

3. Do I know how to conduct audits to identify district and building strengths and needs? Resources include:
   - Ohio Department of Education and Workforce: One Needs Assessment
   - U.S. Department of Education - CCSSO: Using Needs Assessments for School and District Improvement: A Tactical Guide
   - U.S. Office of Elementary & Secondary Education: The State Support Network: Needs Assessment Guidebook (Cuiccio & Husby-Slater, 2018) (PDF)
   - Educational Records Bureau: A Guide to Conducting a Curriculum Audit Supported by Data (Hanawald, 2023)
   - Intercultural Development Research Association: Using Equity Audits to Assess and Address Opportunity Gaps Across Education (2020)

4.6: Provide for high-quality professional development for all staff aligned with district goals.

OLAC Focusing Questions for Superintendents, Standard 4, Indicator 6:

1. Resources and tools for helping educators self-assess learning needs and capacities, while aligning professional development to district goals include:
   - OLAC Professional Learning Series
   - Ohio State Board of Education: Self-Assessment Summary Tool
   - Ohio Department of Education and Workforce: OTES Training Workbook (PDF)
   - Ohio Department of Education and Workforce: OPES Training Workbook (PDF)
   - Ohio Department of Education and Workforce: OTES 2.0 Tools
   - Council for Exceptional Children: Core Competencies for Special Education Paraeducators
   - Center on Great Teachers and Leaders at American Institutes of Research: Teacher Leadership Self-Assessment Tool (2017) (PDF)
   - OLAC Module: TBTs: Bottom-Up and Top-Down

2. Would I like to know more about different kinds of professional development my district can employ as part of its improvement cycles? Resources include:
   - OLAC Module: Coaching
   - OLAC Lead the Way Podcast Episode #2: Learning About Coaching from Ohio's Leaders
   - Ohio Department of Education and Workforce: Teacher Leadership
   - OLAC Lead the Way Podcast Episode #3: Instructional Leadership
   - OLAC Foundational Concept: Inclusive School and District Culture
   - OLAC Module: Leadership
   - OLAC Webinar: Moving the Work Forward Through OPES
   - OLAC Webinar: Moving the Work Forward Through OTES
   - Ohio Department of Education and Workforce: Professional Development
   - Frontline Education: Effective Professional Learning Strategies (That Actually Work)
   - Ohio Partnership for Excellence in Paraprofessional Preparation
   - Ohio Inclusive Instructional Leadership
   - OLAC Video: Investments in Human and Social Capital are Central to the School Improvement Process

- Learning Forward: Job-Embedded Professional Development: What It Is, Who is Responsible, and How to Get It Done Well (2010)
- OLAC Lead the Way Podcast Episode #9: Capacity Building Through the Development of Professional Capital
- Ohio Department of Education and Workforce: Human Capital Resource Center
- Understood

3. Would I like to know more about leadership practices that support and sustain professional development and school improvement efforts? Resources include:
    - OLAC Module: The Collaborative Process
    - OLAC Foundational Concept: Inclusive School and District Culture
    - OLAC Module: Leadership
    - OLAC Module: Resource Management
    - OLAC Module: Positive Behavioral Interventions and Supports
    - OLAC Video: Focusing on the True Work of the Building Leadership Team