

### 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:

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### Standard 4: Instruction

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

#### 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:
  - o [OLAC Podcast Episode #16: All Hands on Deck! Driving Inclusive Instructional and Organizational Leadership Through OIP-OLAC](#)
  - o OLAC Module: [Leadership](#)
  - o OLAC Module: [Leadership for Early Childhood Care and Education](#)
  - o OLAC Module: [Ohio Improvement Process](#)
  - o OLAC Module: [Coaching](#)
  - o OLAC Module: [Curriculum](#)
  - o OLAC Module: [Instruction](#)
  - o OLAC Module: [Leading Literacy](#)
  - o OLAC Module: [Learning Supports](#)
  - o OLAC Module: [TBTs: Bottom-Up and Top-Down](#)
  - o OLAC Video: [The Importance of Aligning Curriculum, Instruction and Assessment](#)
  - o OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
  - o OLAC Video: [Selecting Effective Instructional Strategies for the Three Phases of Learning](#)
  - o Ohio Department of Education and Workforce: [Learning in Ohio](#)
  - o Ohio Department of Education and Workforce: [Read Ohio](#)
2. Do I maintain a culture of understanding and using data well? Resources include:
  - o OLAC Module: [Assessment](#)
  - o OLAC Module: [The Collaborative Process](#)
  - o OLAC Module: [Teams Using Data Wisely](#)
  - o OLAC Video: [The Importance of Aligning Curriculum, Instruction, and Assessment](#)
  - o OLAC Module: [Implementation Science](#)
  - o OLAC Foundational Concept: [Handling Data in Ohio Leadership Teams](#)
  - o Opportunity Culture: [Plan Ahead and Raise Sights](#)
  - o OLAC Video: [Impacting All Learners Through Clarity and Culture](#)
  - o OLAC Video: [A School Board Member and Superintendent Discuss Their Roles in Improving Outcomes for Students](#)
  - o OLAC Video: [Supporting Collaborative Building Leadership Teams](#)
  - o OLAC Video: [Effective Instruction with Clear Learning Targets](#)
  - o OLAC Video: [Cycle of Inquiry for TBTs](#)
  - o OLAC Webinar: [Insights into Effective TBTs](#)
3. Do I know how to conduct audits to identify district and building strengths and needs? Resources include:
  - o Ohio Department of Education and Workforce: [One Needs Assessment](#)
  - o U.S. Office of Elementary & Secondary Education: [School Improvement: Needs Assessment](#)
  - o 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:
  - [Ohio's Continuous Improvement Toolkit](#)
  - [OLAC Professional Learning Series](#)
  - Ohio Department of Education and Workforce: [Educator Evaluation Systems](#)
  - 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](#)
  - OLAC Video: [The Principal's Role in Developing Teacher Leadership](#)
  - 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: [The Critical Role of the BLT](#)
  - 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](#)
  - OLAC Cornerstone Connections: [Instruction that Makes a Difference for Every Learner: Focus on the Use of Inclusive Instructional Practices - Part I](#)
  - OLAC Cornerstone Connections: [Instruction that Makes a Difference for Every Learner: Focus on the Use of Inclusive Instructional Practices – Part 2](#)
  - Center on Great Teachers and Leaders at the American Institutes for Research (AIR): [Job-Embedded Professional Development: What It Is, Who Is Responsible, and How to Get It Done Well](#)
  - OLAC Webinar: [Being an Instructional Leader in All Stages of the OIP: Superintendent and Principals](#)
  - [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](#)