

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 5: Resources

Superintendents manage and organize the district's resources (human, fiscal, operational, and material) to accomplish district goals.

OLAC Focusing Questions for Superintendents' Self-Reflection, Standard 5:

1. Do I leverage financial, human, time, materials, technological and facility resources in support of district goals for instruction and student learning? Resources include:
 - o OLAC Module: [Resource Management](#)
 - o OLAC Module: [Board Development and Governance Process](#)
 - o OLAC Module: [Ohio Improvement Process](#)
 - o OLAC Module: [Leadership for Early Childhood Care and Education](#)
 - o OLAC Module: [Leading Literacy](#)
 - o OLAC Module: [Coaching](#)
 - o OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
 - o Ohio Department of Education and Workforce: [METworks](#)
 - o Ohio Department of Education and Workforce: [Human Capital Resource Center](#)
 - o Ohio Department of Education and Workforce: [Comprehensive Continuous Improvement Plan \(CCIP\)](#)
 - o OLAC Module: [Shared Accountability](#)

5.1: Recruit, develop, evaluate and retain quality staff and oversee human resource management.

OLAC Focusing Questions for Superintendents, Standard 5, Indicator 1:

1. Would I like to learn more about job-embedded professional development for staff that is aligned with district goals? Resources include:
 - o [OLAC Lead the Way Podcast Episode #2: Learning About Coaching from Ohio's Leaders](#)
 - o OLAC Module: [Leading Literacy](#)
 - o OLAC Module: [Coaching](#)
 - o OLAC Webinar: [Moving the Work Forward Through OPES](#)
 - o OLAC Webinar: [Moving the Work Forward Through OTES](#)
 - o [OLAC Lead the Way Podcast Episode #9: Capacity Building Through the Development of Professional Capital](#)
 - o [Ohio's Continuous Improvement Toolkit](#)
 - o [Ohio Partnership for Excellence in Paraprofessional Preparation \(OPEPP\)](#)
 - o [Ohio Center for Autism and Low Incidence \(OCALI\)](#)
 - o Consortium for Academic, Social, and Emotional Learning (CASEL): [State Resource Center](#)
2. Would I like resources about how to leverage my leadership to support recruitment, development, and retention of high-quality staff? Some include:
 - o OLAC Video: [Investments in Human and Social Capital are Central to the School Improvement Process](#)
 - o OLAC Webinar: [Coaching TBTs and BLTs](#)
 - o OLAC Webinar: [Insights into Effective DLTs](#)
 - o OLAC Module: [Resource Management](#)
 - o OLAC Module: [Shared Accountability](#)
 - o [The Wallace Foundation Knowledge Center](#)

- National Education Association (NEA): [Building a Diverse Workplace](#)
- Ohio Department of Education and Workforce: [METworks](#)
- Ohio Department of Education and Workforce: [Human Capital Resource Center](#)
- Mid-Atlantic Equity Consortium: [Recruiting and Retaining Millennial Teachers of Color in Our Classrooms: Challenges and Efforts to Foster Improvement](#)
- Intercultural Development Research Association: [Strategies for Recruiting and Retaining a Diverse, High-Quality Teacher Workforce \(Carver-Thomas & Grayson, 2017\)](#)

3. Would I benefit from knowing more about how to initiate and maintain conversations with building and classroom leaders to understand the needs of individual teachers and schools more fully? Resources include:

- OLAC Module: [The Collaborative Process](#)
- OLAC Module: [Ohio Improvement Process](#)
- OLAC Webinar: [Insights into Effective TBTs](#)
- OLAC Webinar: [Coaching TBTs and BLTs](#)
- Ohio Department of Education and Workforce: [The TELL Ohio Main Survey \(2013\) \(PDF\)](#)
- Ohio Department of Education and Workforce: [Teacher Leadership](#)