## Ohio Leadership Advisory Council

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### 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 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:
    - OLAC Module: Resource Management
    - OLAC Module: Board Development and Governance Process
    - OLAC Module: Leadership for Early Childhood Care and Education
    - OLAC Module: Leading Literacy
    - OLAC Module: Coaching
    - OLAC Module: Educational Equity: Understanding Why It's So Important
    - Ohio Department of Education and Workforce: Enrollment Data
    - Ohio Department of Education and Workforce: Human Capital Resource Center
    - Ohio Department of Education and Workforce: Comprehensive Continuous Improvement Plan (CCIP)
    - 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:
    - OLAC Lead the Way Podcast Episode #2: Learning About Coaching from Ohio's Leaders
    - OLAC Module: Leading Literacy
    - OLAC Module: Coaching
    - OLAC Webinar: Moving the Work Forward Through OPES
    - OLAC Webinar: Moving the Work Forward Through OTES
    - OLAC Lead the Way Podcast Episode #9: Capacity Building Through the Development of Professional Capital
    - Ohio's Continuous Improvement Toolkit
    - Ohio Partnership for Excellence in Paraprofessional Preparation (OPEPP)
    - Ohio Center for Autism and Low Incidence (OCALI)
    - 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:
    - OLAC Video: Investments in Human and Social Capital are Central to the School Improvement Process
    - OLAC Webinar: Coaching TBTs and BLTs
    - OLAC Module: Resource Management
    - OLAC Module: Shared Accountability
    - The Wallace Foundation Knowledge Center
    - National Education Association (NEA): Building a Diverse Workplace
    - Ohio Department of Education and Workforce: Enrollment Data

- 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 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