



# THE MAKING OF A LEADER



## SPOTLIGHT



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### CREATING COHESIVE STRUCTURES TO EMPOWER TEACHERS

Teachers and staff at Weinland Park Elementary School are using OLAC resources to build capacity in their school so that teachers have access to the same resources that support a shared vision, which leads to the school's collective improvement. Creating cohesive structures is an important step in this school's journey and success.



## HOW I'M USING OLAC TOOLS

I began using the Ohio Leadership Advisory Council (OLAC) tools and resources more intentionally during our participation in the Ohio Leadership for Inclusion, Implementation, and Instructional Improvement (OLI4) cohort. We were encouraged to use the OLAC resources to facilitate activities, and to use them with our staff, particularly for instructional leadership performance. I like the research-based aspect that the resources bring to our profession. It can take a multitude of resources to begin to find what the research says about a best practice or strategy. OLAC brings all of that research and information together in one place.

I also appreciate that the resources are current and aligned with the Ohio Principal Evaluation System (OPES) rubric, which is used to drive my personal performance. The [OLAC dashboard](#) is also aligned with the Ohio Teacher Evaluation System (OTES) rubric, and lends itself to job-embedded professional development that accommodates our personal needs and availability.



## MY FAVORITE OLAC TOOLS

The [OLAC Video Library](#) is outstanding. As I develop my staff around the Ohio Improvement Process (OIP), the videos are instrumental in providing the why behind what we are doing. Informative and user friendly, the videos create a common language, which then leads to common performance in our building. The videos are searchable by category, so you can look for a relevant topic to benefit your staff or an individual teacher in his/her learning.

Another great resource is the [Evaluation Crosswalk](#) because it provides a consolidated vision for all of the different job responsibilities of a principal. It also helps create a long-term vision to include new initiatives into our work so we avoid parallel structures.



## OLAC'S IMPACT

The OLAC resources have empowered my staff to identify the ways we can create a cohesive structure in our school community and empower all staff to collaborate, provide effective feedback, and then refine along the way as needed. In Stage 3 of the 5-Step Process, we saw a breakthrough where we were able to take our work and conversations to the next level. OLAC resources have really helped us create intentional structures in our school community.



“OLAC has provided a tool box for all educators. Their website mirrors a place of learning, reflection, and valuable resources to keep teachers, principals, and administrators on the cusp of new trends, methods, and strategies. I frequently use the OLAC website as a way to implement new concepts to my classroom. OLAC not only supplies me information as a teacher within the classroom, but it also has spearheaded a focus of higher education topics to inform me toward reaching my goals of earning my doctorate in Curriculum and Instruction.”

—*Pamela Sweeney, Teacher  
Weinland Park Elementary*

**Your turn! We're excited to showcase voices from the field stories through our blog, e-newsletters, and social media. If you have experienced results using OLAC tools and would like to be featured, please contact Jim Gay at [jimgay@basa-ohio.org](mailto:jimgay@basa-ohio.org).**