



THE MAKING OF A LEADER



SPOTLIGHT



JARRED ZAPOLNIK

Principal,
Massillon Intermediate School
Massillon City Schools

EFFECTIVE TEAMS: WHAT THEY LOOK LIKE AND HOW TO ALIGN PROFESSIONAL DEVELOPMENT

The Ohio Leadership Advisory Council (OLAC) connects principals and teachers with the resources they need—like reflective questions, videos, and modules—to provide the right kind of professional development that supports shared and effective leadership at every level.



HOW I'M USING OLAC TOOLS

Our goal was to streamline our professional development when we went through the Ohio Improvement Process (OIP) during the 2013–14 school year. There was a big shift from principal management to instructional leadership, and a peer educator suggested OLAC tools as helpful resources. Accessing everything on OLAC's website saved us time from searching all of the different education leadership journals and resources out there, and it synthesized the research and evidence in one easy-to-access place.

The great thing about OLAC's website is that it works for those who need immediate access to a resource or tool, but it's also a place where you can spend time diving deeper into research if needed. Using the OLAC resources has also inspired a great connection for my staff to share what we've learned with other schools.



MY FAVORITE OLAC TOOLS

Two OLAC tools that I have taken advantage of for teams, individuals, and my own personal use are:

- **Evaluation Crosswalks** (for teachers and administrators): The Evaluation Crosswalk is a user-friendly tool that aligns individual professional growth plans to resources that help with improvement. This time-saving, one-stop research tool not only provides support for the professional standards, but also guiding questions, aligned OLAC modules, and options for further research with credible sources for improvement.
- **Module Lists** (specifically the videos within each list): The OLAC modules are centered on best practices for 21st century educators with an array of topics to provide guidance on many issues faced by schools. I have used the modules, essential questions, videos, and the documents that accompany many of the modules with teachers in connection to our district and building goals.



OLAC'S IMPACT

I recommend that educators review the variety of OLAC tools and resources in connection to continuous improvement plans. The resources can be used to support focal points identified by providing research, documents, presentations, videos, and/or activities to groups looking for improvement.

Additionally, the people that work with OLAC are always willing to assist others looking to make better outcomes for students. As a result of our growth and learning, schools from around the state travel to our campus to learn from our teacher-based teams and building-leadership team. Collaboration between educators has greatly improved within our own school, but also with others outside our district.

**We're excited to showcase voices from the field 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.**