



## Leadership Evaluation – Domains and Dimensions



Domains	Dimensions
Teaching and Learning	<p>Leaders guide and support the implementation of standards-based curriculum, instruction and assessments.</p> <p>Leaders develop, implement and monitor programs and systems that result in increased student achievement.</p> <p>Leaders provide individual and collective professional learning opportunities that result in high staff performance.</p>
Environment and Equity	<p>Leaders facilitate safe, inclusive and respectful environments that meet the cultural, intellectual, emotional and physical needs of each student.</p> <p>Leaders develop a culture of high expectations, appreciation and celebration.</p> <p>Leaders develop a culture of equity toward students' academic achievement and college and career readiness.</p>
Communication and Engagement	<p>Leaders establish community partnerships that promote and support college and career ready graduates.</p> <p>Leaders meaningfully involve students, staff, parents and the community in student learning and support programs through an effective system of communication.</p> <p>Leaders use skill in written and oral communication.</p>
Supervision, Evaluation and Employee Development	<p>Leaders develop and sustain a culture of collaboration and continuous improvement.</p> <p>Leaders share leadership with their staff and intentionally develop the potential of others.</p> <p>Leaders implement accountability systems, including district evaluation procedures, to monitor employee performance.</p>
Professionalism, Disposition and Ethics	<p>Leaders follow the district Code of Ethics and provide a good example for others.</p> <p>Leaders establish respectful relationships and display the disposition expected of a leader.</p> <p>Leaders work as change agents, motivating and inspiring others.</p>
Strategy and Planning	<p>Leaders use data and stakeholder input to shape a shared school vision focused on student achievement.</p> <p>Leaders develop and implement goals and action plans based upon the shared vision.</p> <p>Leaders monitor and adjust action plans based on student outcomes.</p>
Organization and Management	<p>Leaders manage fiscal and human resources, policies and contractual agreements resulting in a productive learning and work environment.</p> <p>Leaders prioritize their work and make decisions that move their school forward.</p> <p>Leaders establish systems, structures and processes to ensure efficiency of daily operations.</p>