# Leadership Evaluation – Domains and Dimensions

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