




Contextualized ISLLC Principal Goal: To implement a teacher evaluation system that results in improved student achievement.

ISLLC Standard	Questions to Ask	Evidence to Collect
<p> Standard 1: Facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders</p> <ul style="list-style-type: none"> A. Collaboratively develop and implement a shared mission and vision B. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning C. Create and implement plans to achieve goals D. Promote continuous and sustainable improvement E. Monitor and evaluate progress and revise plans 	<p>What is your vision for observing teachers and providing them with feedback? What are the critical attributes of the process to which you are committed?</p> <p>What is the role of the teacher in the observation process?</p> <p>How will you link the process of teacher observation with improvement of student performance?</p> <p>What will you need to have in place for this initiative to be successful?</p> <p>How will you define success?</p> <p>How do your teachers describe the process and purposes for observations and feedback? Is there any disconnect between their vision and yours?</p> <p>How have you involved your teachers, parents, other district leaders in developing and/or describing the vision for this process?</p>	


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<p> Standard 2: Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth</p> <ul style="list-style-type: none"> A. Nurture and sustain a culture of collaboration, trust, learning, and high expectations B. Create a comprehensive, rigorous, and coherent curricular program C. Create a personalized and motivating learning environment for students D. Supervise instruction E. Develop assessment and accountability systems to monitor student progress F. Develop the instructional and leadership capacity of staff G. Maximize time spent on quality instruction H. Promote the use of the most effective and appropriate technologies to support teaching and learning I. Monitor and evaluate the impact of the instructional program 	<p>How will teacher observations impact the culture of your building?</p> <p>How will (or are) you using patterns from observing teachers to define building needs?</p> <p>How will you provide support for these needs? What professional development is necessary?</p> <p>How are you using teachers to lead/support understanding of the rubric and the process of evidence based observation?</p> <p>What is your implementation plan for ensuring quality observations with feedback?</p> <ul style="list-style-type: none"> • Schedule • Teacher training in the rubric • Teacher training about their role in the process • Analyzing the evidence and identifying the trends (who/how) • Creating plans to address the trends • Assisting teachers in creating goals for instructional improvement? • Evidence of change throughout the year in student performance 	

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<p> Standard 3: Ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment</p> <ul style="list-style-type: none"> A. Monitor and evaluate the management and operational systems B. Obtain, allocate, align, and efficiently utilize human, fiscal, and technological resources C. Promote and protect the welfare and safety of students and staff D. Develop the capacity for distributed leadership E. Ensure teacher and organizational time is focused to support quality instruction and student learning 	<p>What resources have you used to help teachers use information from their observation to change their practice?</p> <p>What role do your teacher leaders have in supporting their colleagues in the observation process?</p> <p>What have you done to ensure a quality process and still create a “safe” place for teachers to learn and grow?</p> <p>What is working? What barriers are you experiencing? What support will you need to overcome them?</p> <p>What have you been doing to increase the likelihood that conversations with teachers are growth-producing?</p>	

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 <p>Standard 4: Collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources</p> <ul style="list-style-type: none">A. Collect and analyze data and information pertinent to the educational environmentB. Promote understanding, appreciation, and use of the community's diverse cultural, social and intellectual resourcesC. Build and sustain positive relationships with families and caregiversD. Build and sustain productive relationship with community partners	<p>How are you measuring success along the way?</p> <p>How have you involved parents and community members in understanding the importance and process of teacher observation/evaluation?</p> <p>How will you use information from teacher observations to enhance relationships with community members and parents?</p>	

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<p>5 Standard 5: Acting with integrity, fairness, and in an ethical manner</p> <ul style="list-style-type: none"> A. Ensure a system of accountability for every student’s academic and social success B. Model principles of self-awareness, reflective practices, transparency, and ethical behavior. C. Safeguard the values of democracy, equity, and diversity D. Consider and evaluate the potential moral and legal consequences of decision-making E. Promote social justice and ensure that individual student needs inform all aspects of schooling 	<p>How are you using evidence from teacher observations to ensure that all of your students and all of your teachers are succeeding?</p> <p>How are you ensuring that the evidence you collect is objective and free from bias?</p> <p>What are the greatest challenges you have faced when making decisions based on the evidence that you have collected?</p> <p>What are the pressing ethical issues that you are facing around teacher observation? What is your thinking about them?</p> <p>What has your role been in the success of this initiative? If you were starting again, what might you do differently?</p> <p>How are you modeling quality instructional practices in your working with teachers? How are you modeling reflection and transparency?</p> <p>How are you going to handle parent requests for teacher scores? What impacts of this do you foresee and how are you preparing for them?</p>	

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<p>6 Standard 6: Understanding, responding to, and influencing the political social, economic legal and culture context</p> <p>A. Advocate for children, families and caregivers</p> <p>B. Act to influence local, district, state, and national decisions affecting student learning</p> <p>C. Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies</p>	<p>What are the most significant concerns you have about teacher evaluation and what do you do about them?</p> <p>What are your recommendations for how we handle potential issues as a district? How will you handle them as a principal?</p> <p>What impact has implementation of a new APPR system had on your leadership in the building? How will your leadership evolve? What do you need?</p>	