



**Focus Area #1: LESD staff will communicate and collaborate to ensure that every student achieves academic success.**

**2.0** *Advocates, nurtures, and sustains a department culture and instructional program conducive to student learning and staff professional growth.*

Evaluatee: Action Plans:

Evaluatee: Reflection:

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Evaluation:

Reflective thoughts:

- 2.1 Ensures that department staff are engaged in work that supports student learning.
- 2.2 Ensures that department/programs support school practices that sustain substantial improvements in teaching practice.
- 2.3 Shapes a departmental culture where staff are expected to consult with and understand the service needs of the schools and other district departments.
- 2.4 Ensures a strong collaboration with the schools and district departments by frequently communicating with their representatives and aligning department efforts accordingly.
- 2.5 Promotes the use of student performance data to support the closing of achievement gaps among students.
- 2.6 Identifies means of supporting standards based teaching, learning and assessment and provides that support through department efforts and initiatives.
- 2.7 Supports major school level projects such as development of the master schedule and curriculum alignment projects.
- 2.8 Monitors and aligns the use of fiscal, human and material resources and identifies additional means for meeting student needs.
- 2.9 Uses school data to gauge and assess the value of various strategies towards the goal of enhanced student performance.

4    3    2    1    NA

**Focus Area #5: LESD will invest in optimal learning environments that enhance student learning and safety.**

**3.0 Ensures management of the organization, operations, and resources for a safe, efficient, and effective learning environment.**

Evaluatee: Action Plans:

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Evaluatee: Reflection:

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Evaluation:

Reflective thoughts:

- 3.1 Monitors and evaluates programs and staff on a regular basis and completes all associated reports, budgets and other documents.
- 3.2 Sustains a safe, efficient, clean, well-maintained, and productive department environment that nurtures student learning and supports the professional growth of teachers and support staff.
- 3.3 Employs effective team facilitation skills to create a departmental climate supportive of change and positive conflict resolution.
- 3.4 Aligns fiscal, human, and material resources to support excellence in customer service.
- 3.5 Utilizes research and best practice to make decisions related to the support of effective teaching and learning. Reports the basis of decision making and models this approach.
- 3.6 Optimizes meeting time by being prepared and focused on the use of department resources to accomplish high priority district goals.
- 3.7 Utilizes multiple assessment measures, an ongoing process of inquiry and input from different departments and schools to evaluate the effectiveness of departmental and program support efforts.
- 3.8 Supports the maintenance of a work climate of trust and caring in which confidentiality and mutual support in the accomplishment of goals are valued.
- 3.9 Leader is familiar with the fundamentals of curriculum and instruction so as to be able to provide relevant support to the schools.

4    3    2    1    NA

**Focus Area # 2: LESD staff will increase parent engagement and will provide parent education to support student success.**

**4.0** *Collaborates with families and community members, responds to diverse community interests and needs, and mobilizes community resources.*

Evaluatee: Action Plans:

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Evaluatee: Reflection:

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Evaluator:

Reflective thoughts:

- 4.1 Incorporates information about family and community expectations into department decision making and activities.
- 4.2 Recognizes the goals and aspirations of diverse family and community groups.
- 4.3 Treats diverse community stakeholder groups with fairness and with respect.
- 4.4 Supports the equitable success of all students and all subgroups of students through the mobilization and leveraging of community support services.
- 4.5 Strengthens the department through the establishment of community, business, institutional and civic partnerships.
- 4.6 Communicates information about the department on a regular and predictable basis through a variety of media and modes.

4	3	2	1	NA
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**Focus Area #4: LESD staff will actively promote health and wellness for all members of the LESD community.**

**5.0 Models a personal code of ethics and develops professional leadership capacity.**

Evaluatee: Action Plans:

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Evaluatee: Reflection:

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Evaluator:

Reflective thoughts:

- 5.1 Demonstrates skills in decision making, problem solving, change management, planning, conflict management and evaluation.
- 5.2 Models personal and professional ethics, integrity, justice, and fairness and expect the same behaviors from others. management practices and equity.
- 5.3 Reflects on personal leadership practices and recognizes their impact and influence on performance of others.
- 5.4 Encourages and inspires others to higher levels of performance, commitment, and motivation.
- 5.5 Sustains personal motivation, commitment, energy, and health by balancing professional and personal responsibilities.
- 5.6 Engages in on-going professional and personal development.
- 5.7 Uses the influence of the office to enhance the educational program rather than for personal gain.
- 5.8 Protects the rights and confidentiality of students and staff.
- 5.9 Develops leadership in others to support positive change and effective conflict resolution.
- 5.10 Views oneself as a leader of a team and also as a member of a larger team.

4    3    2    1    NA

**Focus Area #3: LESD staff will ensure the use of technology as a tool to foster critical thinking and creativity to develop 21<sup>st</sup> Century skills for students and staff.**

**6.0 Understands, responds to, and influences the larger political, social, economic, legal, and cultural context.**

Evaluatee: Action Plans:

Evaluatee: Reflection:

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Evaluator:

Reflective thoughts:

- 6.1 Ensures that the department operates consistently within the parameters of federal, state, and local laws, policies, regulations and statutory requirements.
- 6.2 Generates support for the department by two-way communication with key decision makers in the community.
- 6.3 Works with the governing board, district staff and local leaders to influence policies that benefit students and support the improvement of teaching and learning.
- 6.4 Influences and supports public policies that ensure the equitable distribution of resources, and support for all the subgroups of students.
- 6.5 Opens the department to the public and welcomes and facilitates constructive conversations about how to improve student learning and achievement.
- 6.6 Ensures collaboration with bargaining units and staff to uphold, interpret and apply contracts, legal agreements and records

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**Assistance Requested:**

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**Assistance Recommended:**

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Evaluator's Signature: \_\_\_\_\_

Evaluatee's Signature: \_\_\_\_\_