

# CORE LEADERSHIP PRACTICES

## Collaborative Practices

### CLARIFICATIONS:

Proactively and consistently seeks out collaborative opportunities with other colleagues and promotes effective instructional collaboration that may include modeling, coaching, providing resources, assisting with professional development, and collegial discussion to improve student achievement.

### SCORE OF 0:

1-3 slightly below

### SCORE OF 3:

4+ meets standard

### LOOK FORS:

- Plan PD
- Deliver PD
- Assist in turning around PD
- Assist with classroom implementation strategies
- Co-teach or model teach with a colleague
- Lead PLC meetings
- Actively seeks out resources for dissemination to the staff
- Actively participate on at least one campus committee

## Mentorship

### CLARIFICATIONS:

Creates mentoring relationships (formal or informal) with others and in such a way that positively impacts the performance, well-being, and growth of others.

### SCORE OF 0:

1-3 slightly below

### SCORE OF 2:

4+ meets standard

### LOOK FORS:

- Models lessons in person or virtually and/or provides peer coaching
- Initiates informal mentorship with colleagues
- When asked to mentor, accepts responsibility and carries out duties effectively
- Recognizes when teachers are in need (emotionally and academically) and offers support
- Mentorship helps teachers improve (impact)
- Evidence of engagement by the mentee in the mentor process

**Extends & expands  
school community  
involvement**

**CLARIFICATIONS:**

Consistently supports campus initiatives and extends impact by finding new and innovative ways to help the campus initiatives succeed by dedicating a truly exceptional amount of time and commitment in support of the initiative and in an effective manner. Finds new and innovative ways to foster engagement with students' families by creating partnerships to consistently engage students' families as valued partners.

**SCORE OF 0:**

1-2 slightly below

**SCORE OF 3:**

3+ meets standard

**LOOK FOR:**

- Actively leads or assists extracurricular clubs/activities that lead to increased student involvement and engagement in campus initiatives (does not include stipend-related positions/activities)
- Models exemplary practices that align with campus and district instructional initiatives
- Actively and systematically engages with parents and stakeholders that increases parent and stakeholder engagement in campus initiatives aligned to the Campus Improvement Plan
- Attends and participates in multiple school functions
- Serves on the Campus Based Decision-Making Committee

**Consistently models  
& supports the  
mission, vision, &  
values of the  
campus**

**CLARIFICATIONS:**

Finds new and innovative ways to help promote high expectations by dedicating time and commitment towards developing a culture of high expectations for self, team members, and students.

**SCORE OF 0:**

1 slightly below

**SCORE OF 2:**

2+ meets standard

**LOOK FOR:**

- Actively promotes the mission, vision, and values of the campus through the grant writing process, partnerships, or by other means to help the campus achieve its goals
- Chair and lead campus committees
- Seeks, leads, or implements best practices aligned with campus goals as evident in the Campus Improvement Plan