The Multidimensional Leadership Performance System

Differentiators of The Multidimensional Leadership Performance System:

• Clear, focused “word pictures” to ensure common understanding of leadership actions that impact teacher performance and student achievement
• Consistent, formative feedback system for improvement of leaders of all levels
• Customizable rubric and weightings to meet local needs, organized in an effective, user-friendly 10-domain tool
• Differentiated Professional Growth Plan and follow-up support for leaders of all levels based on consistent use of the tool
• The tool and professional learning align directly to research-based teacher rubrics

Impact of ICLE Professional Learning:

• Ensuring clear understanding of the rubric by principals and principal evaluators to lead to effective customization and utilization for leadership improvement
• Adaptation of the leadership domain weighting and language that has local meaning, clarity across the system, and produces results
• Focus on deep implementation and monitoring of best practices
• Proven results, with unparalleled combination of research, theory, and real-world application
• Local and national perspectives, research, and experience

Contact Us Today!

leadered.com
info@leadered.com
518.399.2776, option 3

The International Center for Leadership in Education (ICLE) works with districts and systems across the country to develop effective leadership evaluation and improvement solutions.
The Multidimensional Leadership Performance System

Professional Development Packages

The following are three core options of professional learning packages to support the understanding, customization, and implementation. ICLE can also customize package for schools and districts based on specific needs.

**OPTION #1**

- **Initial 2-day Overview Session** – Supports all principals and principal evaluators with a clear understanding of the content and design of the rubric to improve leadership performance.
- **1-day Rubric Customization Session** – Bringing multiple constituencies together, ICLE consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines.
- **1-day Implementation Support** – Providing guidance and interactive activities for principals to utilize the tool to improve performance and for principal evaluators to utilize the tool for effective feedback and inter-rater reliability.

**OPTION #2**

- **Initial 2-day Overview Session** – Supports all principals and principal evaluators with a clear understanding of the content and design of the rubric to improve leadership performance.
- **2-day Rubric Customization Session** – Bringing multiple constituencies together, ICLE consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines. This session will include focus groups and clear guidance and analysis to reach consensus on final tool and system.
- **2-day and 4 webinar Implementation Support** – Providing guidance and interactive activities for principals to utilize the rubric to improve performance and for principal evaluators to utilize the tool for effective feedback, ensuring inter-rater reliability. Additional support will focus on effective communication across the district, and how to consistently use the tool for differentiated professional growth based on the needs of each leader.

**OPTION #3**

- **Initial 2-day Overview Session** – Supports all principals and principal evaluators with a clear understanding of the content and design of the rubric to improve leadership performance.
- **2-day Rubric Customization Session** – Bringing multiple constituencies together, ICLE consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines. This session will include focus groups and clear guidance and analysis to reach consensus on final tool to be used by District, with specific weightings on the dimensions.
- **4-day and 4 webinar Implementation and Monitoring Support** – Days 1 and 2 on-site and 4 webinars. Providing guidance and interactive activities for principals to utilize the tool to improve performance and for principal evaluators to utilize the tool for formative and summative, effective feedback, ensuring inter-rater reliability. Webinars will focus on effective communication across the district, and how to consistently use the tool for differentiated professional growth based on the needs of each leader. On-site days 3 and 4 will be spread throughout later in the year on monitoring the process and impact on leadership to improve adult actions.

Contact Us Today!

leadered.com
info@leadered.com
518.399.2776, option 3