DISTRICT LEADER
Framework

School ADvance
Administrator Evaluation System

Domain 1 – Results

- ❖ **Improved Student Achievement Results**
  (Based on Growth and/or fixed achievement targets)
- ❖ **Improved Teacher Performance Results**
  (Based on Improvement Targets)
- ❖ **Achievement Gap Reduction/Elimination**
  (Based on Growth and/or fixed achievement targets)
- ❖ **Overall District Performance**
  (Based on Improvement Targets)

Domain 2 – Leadership

- ➢ **Vision for Learning and Achievement Factors**
  - Mission and Vision
  - Goals and Expectations
- ➢ **Culture Factors**
  - Values, Beliefs, Principles and Diversity
  - Language, Traditions, Celebrations, and Stories
- ➢ **Leadership Behavior Factors**
  - Informed and Current
  - Strategic and Systemic
  - Fair, Legal, Honest, and Ethical
  - Adaptive and Resilient

Domain 3 – Systems Alignment

- ➢ **High Quality and Reliability Instructional Program Factors**
  - Guaranteed and Viable Curriculum
  - Research Based and Differentiated Instruction
  - Standards Based Assessment and Feedback
  - Technology to Expand Learning Opportunity
- ➢ **Safe, Effective, Efficient School Operations Factors**
  - Policies and Laws
  - Systems, Processes, and Programs
  - Fiscal and Material Resource Management
  - Human Resource Management
  - Non-Instructional Technology

Domain 4 - Processes

- ➢ **Community Building Factors**
  - Board Relations
  - Leadership Team Relations
  - Internal and External Stakeholder Relations
  - Communications and Media Relations
- ➢ **School and District Improvement Factors**
  - Collaborative Inquiry
  - Systematic use of Multiple Data Sources
  - Data Systems
  - Aligned Improvement, Monitoring, and Reporting

Domain 5 – Capacity Building

- ➢ **Human Development Factors**
  - Professional Learning
  - Leadership Development
  - Adaptation and Innovation
  - Performance Evaluation
- ➢ **Contextual and Political Factors**
  - Contextual and Political Awareness
  - Education and Advocacy