



School Leadership Development Program Self-Assessment

Part I. Focus on Leadership for Student Learning: The program builds skills for shared vision, culture and instruction that emphasize student learning. Please review your program for evidence of both how well developed is each aspect of your program's focus on leadership for student learning.

1. Instructional leadership

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Creating a shared vision of student learning among the school community				
B. Building a strong teacher professional community				
C. Assessing teacher classroom practice effectively				
D. Managing a system of disaggregated data for instructional decision making				
E. Providing state-of-the-art teacher professional development				
F. Developing strong collaborative school teams				

2. Management skill development

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Managing the key elements (organization, operation, resources) needed to insure a strong learning environment				
B. Managing personnel and fiscal resources to high professional standards				
C. Planning and managing student scheduling, testing, transportation, and food services efficiently				

3. Community relationships

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Fostering parental involvement in effective learning at home and at school				
B. Using the community's political and social dynamics to build support for the school's mission and funding for its operation				
C. Bringing in the community resources needed to support ongoing innovation				

4. Leadership skill development

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Communicating strong educational values consistent with student learning				
B. Inspiring members of the school community in working toward high standards of student learning				
C. Developing strongly collegial and collaborative work teams				
D. Acting ethically, fairly, and with integrity in the operation of a school and its educational program				

Reflection: Focus on Student Learning

- On what items/program elements do you need more research or other information? List.
- On what items/program elements could you use help? List.
- On what elements is your program particularly strong? List.

Part II. Focus on Effective Leadership Development. The program incorporates state of the art leadership skill development principles and practices. Please review your program for evidence of how well developed is each aspect of your program's staff development.

1. Leadership skill development practices

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Learner takes an active role in determining what is to be learned				
B. Activities provide hands-on learning				
c. Measures of accountability direct learning to the most important outcomes				
D. Learner progress is carefully monitored				
E. Multiple learning formats are used				
F. Discussion and reflection are used to develop the intended knowledge, skills, and dispositions				
G. Learning activities are structured around real problems of practice				

2. Coherent program activities

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Program content is designed to support the program goals and objectives				
B. Content provides a well-balanced set of activities to meet goals and objectives				
C. The overall sequence of activities constitutes a coherent program				

Reflection: Focus on Leadership Skill Development

- On what items/program elements do you need more research or other information? List.

- On what items/program elements could you use help? List.

- On what elements is your program particularly strong? List.

Part III. Evaluation Design and Evidence of Effectiveness. The program incorporates evaluation that is appropriately designed, makes use of high quality data and provides multiple measures of leadership skill development and student learning. Please review your program’s evaluation methods and findings for evidence of how well developed is each aspect of your program’s evaluation.

1. Evaluation design

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don’t have adequate information about this component
A. Evaluation has been conducted by an independent evaluator				
B. The program intervention has been in place for four or more years				
C. A variety of information collection methods are used				
D. Validity of instruments has been established				
E. Reliability of the instruments has been assessed				
F. Evaluation makes use of a quasi-experimental design (as and if it is appropriate)				
G. Multiple cohort groups are included in the evaluation				

2. Data quality

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don’t have adequate information about this component
A. Measures of impact of the program on student learning are included				
B. Measures of improvement (change) in teacher practice are included				

Data Quality, continued	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
C. Measures of organizational change are included				
D. Measures of participants' application of knowledge/skills to practice are included				
E. Measures of participant satisfaction are included				
F. Data collection procedures provide for accurate information				
G. Evaluative data has been used to make changes in the program over time				

3. Evidence of Effectiveness

	Strong This aspect of our program is well developed	Adequate Basically good but might be strengthened	Needs Work Needs to be better developed	We don't have adequate information about this component
A. Evaluation documents significant improvement in student performance				
B. Evaluation documents significant positive effects on teacher practice				
C. Evaluation documents significant positive change in school climate				
D. Participants report favorable reactions to the program				

Reflection: Focus on Evaluation

- On what items/program elements do you need more research or other information? List.

- On what items/program elements could you use help? List.

- On what elements is your program particularly strong? List.