

Effective Observation Training Video

Domain One Activity – Identify Performance Level Based on Evidence

Domain 1. Mission, Vision, and Core Values			
Effective educational leaders develop, advocate, and enact a shared mission, vision, and set of core values of high-quality education and academic success for, and well-being of, each student.			
4- The principal consistently plans, implements and supports actions that develop, advocate and enact a shared mission, vision, and set of core values of high quality education for each student's success. Shared ownership by staff and students leads to significant improvements in or sustained excellence of the educational environment.	3- The principal plans, implements and supports actions that develop, advocate and enact a shared mission, vision, and set of core values of high quality education for each student's success resulting in a positive impact on the educational environment.	2- The principal is inconsistent in planning, implementing and supporting actions associated with mission, vision and core values or these actions have limited or no positive impact on the educational environment.	1- The principal's actions or attitude regarding the development and enactment of mission, vision, and core values have a negative impact on the educational environment.

PART 1: GATHER EVIDENCE

Individually list the evidence:

1. List evidence in table below in the appropriate column.
2. Label whether the evidence is a principal *action* or an *outcome* of an action.

EVIDENCE	
Direct	Indirect

3. Review the evidence and assign a score based on this evidence according to the instrument language for Domain 1. The score must be between 1 and 4 but **may contain one decimal place, e.g. 3.5.**

SCORE						
4	3.5	3	2.5	2	1.5	1

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PART 2: AGREE ON PERFORMANCE LEVEL

In a small group (one or two others):

1. Discuss your provisional score and how this was justified by the evidence.
2. Identify the relative importance of difference pieces of evidence and how this impacted your evaluation.
3. Agree on a final score.

In the larger group:

1. Share your final score with a brief justification for the score. Include any additional information that would help support your decision on a final score for this domain.
2. Note any evidence that might be used for domains other than Domain 1.