

# Effective Observation Training

## Domain One Training Activity

### 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.

#### PART ONE:

1. **Talk:** Discuss with one or two others how the practice reflected in this domain in the box above is important for excellent leadership. (5min)
2. **Write:** Summarize your thoughts about the necessity of this practice for leading a great school. (2min)

---

---

---

---

3. **Share:** Share 1-3 phrases that summarize your thoughts on the importance of this practice. (3min)
4. **Agree:** Generate a summary statement that captures the main agreements related to the necessity of this practice. (3min)

---

---

---

---

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 TWO:

1. **Review:** Review the observation instrument language above for this Domain. (2min)
2. **Highlight:** Highlight/circle the key phrases that distinguish one performance level from the next. Annotate as needed. (5min)
3. **Agree:** Agree on the key similarities and differences between each level of practice. (3min)

---

---

---

---

# Effective Observation Training

## Domain One Training Activity

### **PART THREE:**

Critical Attributes
<ul style="list-style-type: none"><li>• Collaborate to develop an educational mission for the school to promote the academic success and well-being of each student.</li><li>• Using relevant data, develop and promote a vision for the school on the successful learning and development of each child.</li><li>• Articulate, advocate, and cultivate core values that define the school's culture and stress the imperative of child-centered education; high expectations and student support; equity, inclusiveness, and social justice; openness, caring, and trust; and continuous improvement.</li><li>• Strategically develop, implement, and evaluate actions to achieve the vision for the school.</li><li>• Review the school's mission and vision and adjust them to changing expectations and opportunities for the school, and changing needs and situations of students.</li></ul>

*Guiding Question: For a principal operating at the highest level in this domain, what types and quality of evidence could you use to justify your assessment of this performance?*

1. **Think:** Jot down some ideas and note whether the evidence is indirect or direct. (3min)

---

---

---

---

2. **Share:** Share your ideas with the group. (3min)

3. **Identify:** Note areas where the group agrees and where there may be open questions. (5min)

---

---

---

---