

# Effective Observation Training Video

## Domain Three Activity - Identify Performance Level Based on Evidence

Domain 3. Professional Capacity of School Personnel			
Effective educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.			
4- The principal consistently plans, implements and supports actions to develop the professional capacity and practice of school personnel to promote each student's success. Shared ownership by staff leads to significant improvements in or sustained high levels of staff performance.	3- The principal plans, implements and supports actions that develop the professional capacity and practice of school personnel to promote the success of each student resulting in a positive impact on staff performance.	2- The principal is inconsistent in planning, implementing and supporting actions that develop the professional capacity and practice of school personnel or these actions have limited or no positive impact on staff performance.	1- The principal's actions or attitudes regarding the development of the professional capacity and practice of school personnel have a negative impact on staff performance.

### 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 3. 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 3.