

**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)

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

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**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)

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**PART THREE:**

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| **Critical Attributes** |
| * Plan for and manage staff turnover and succession, providing opportunities for effective induction and mentoring of new personnel.
* Develop teachers’ and staff members’ professional knowledge, skills, and practice through differentiated opportunities for learning and growth.
* Deliver actionable feedback about instruction and other professional practice through valid, research-anchored systems of supervision and evaluation to support the development of teachers’ and staff members’ knowledge, skills and practice.
* Develop the capacity, opportunities, and support for teacher leadership and leadership from other members of the school community.
* Develop workplace conditions for teachers and other professional staff that promote effective professional collaboration, development, practice, and student learning.
* Tend to their own learning and effectiveness through reflection, study, and improvement, maintaining a healthy work-life balance.
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*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)

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1. **Share**: Share your ideas with the group. (3min)
2. **Identify**: Note areas where the group agrees and where there may be open questions. (5min)

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