

Observation Results for Dave Radovich

Observer:

Beth Steiger

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Type:

Peer

Location:

Bessemer Area Schools
(administration)

Marzano District Leader Evaluation Model v2

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Clear, measureable goals focused on improving student achievement

The district leader ensures clear and measurable goals are established for all relevant areas of responsibility that are focused on critical needs for improving student achievement and the needed operational support at the district, school, and individual student level.

Sample District Leader Evidences:

- Goals are posted ... i.e., on-line, bulletin boards, meeting rooms
- Goals are aligned with district and/or school goals
- Goals are communicated at meetings
- Operational support is clearly aligned to support improving student achievement
- Operational goals are designed and prioritized to support student achievement
- When asked, personnel know the goals in their area of responsibility
- When asked, personnel can explain how operations focus on supporting student achievement

Resources:

Scale

Scale:

Not Using Beginning Developing Applying Innovating

Comments:

School improvement team is the vehicle he is using to accomplish these objectives. Continue to use this team.

Supports and retains leader who enhance their skills

The district leader effectively supports and retains school and department leaders who continually enhance their leadership skills through reflection and professional growth plans.

Sample District Leader Evidences:

- Hires and employs personnel who continue to grow and enhance their skills
- Meets regularly with personnel regarding their performance and/or growth plans
- Hires and retains effective personnel
- Supports and assists personnel who do not continue to develop expertise
- Uses appropriate procedures to release personnel who do not continue to develop expertise
- When asked, personnel report the district leader supports development of expertise

Resources:

Scale

Scale:

Not Using Beginning Developing **Applying** Innovating

Comments:

Dave maintains effective staff and ensures training and mentoring when needed. Dave aligns outside expertise to provide development of staff with professional development days for the district.

Adherence to federal and state standards

The district leader ensures that curriculum and assessment initiatives, and supporting operational practices, at the district and school levels adhere to federal, state, and district standards.

Sample District Leader Evidences:

- Documents are in place reflecting that of support of curriculum and assessment initiatives adhere to district, state and federal standards
- Information is available examining the extent to which assessments accurately measure the written and taught curriculums
- Regularly analyze the relationship between the written curriculum, taught curriculum, and assessments and for rigor and cultural relevance
- Aware of district, state and federal standards that impact their operational practices
- Uses appropriate district, state and federal standards when making decisions to support curriculum and assessment initiatives
- When asked, personnel can describe how they support the essential content and standards in their area of responsibility
- When asked, personnel can explain how curriculum and assessments are aligned to improve student achievement
- When asked, personnel report they receive information in a timely manner regarding updates about state and federal standards

Resources:

Scale

Scale:

Not Using Beginning Developing **Applying** Innovating

Comments:

Continue to monitor the special ed requirements to ensure the district maintains adherence to standards.

Constituents perceive the district as collaborative and cooperative

The district leader ensures that constituents (e.g. school board, administrators, teachers, students, and parents) perceive the district as a collaborative and cooperative workplace.

Sample District Leader Evidences:

- Examples of actively listening and learning from constituents
- Examples of feedback from district constituents supports that the district leader is collaborative and cooperative
- Examples of communication reveal collaboration and cooperation is the norm within the workplace
- Training and policies are established for working collaboratively with district constituents
- Documentation of the use of social media as a tool to enhance collaboration between district leader and constituents
- When asked, district constituents report the district leader establishes a collaborative and cooperative workplace

Resources:

Scale

Scale:

Not Using Beginning **Developing** Applying Innovating

Comments:

Continue to work to engage and support the entire staff. Good use of Facebook site to promote the school.

Ensures constituents have effective ways to provide district feedback

The district leader ensures that constituents (e.g. school board, administrators, teachers, students, and parents) have effective ways to provide input to the district.

Sample District Leader Evidences:

- Data are available to support that constituents' have opportunities to be engaged in constructive conversations about important issues
- Appropriate technologies and website are available for constituents to provide input regarding the district and/or schools
- Data collection systems are in place to collect opinion and other data from constituents and the manner in which these data are used is made transparent
- Reports document appearances at community and/or business events
- Data gathered from subpopulations at the district are incorporated in district planning and procedures
- When asked, constituents report their input is valued and used by the district leader

Resources:

Scale

Scale:

Not Using Beginning Developing Applying Innovating

Comments:

Great work with starting the citizens committee.

Be sure to use professionalism in response to all channels of communications specifically more casual channels such as email.

Dave does very good in face to face communications and in more formal written communications. Keep up the good work with those and be sure to maintain professionalism in emails as well.

Trust of constituents

The district leader has the trust of constituents (e.g. school board, administrators, teachers, students, and parents) that his or her actions are guided by what is best for all student populations and the district.

Sample District Leader Evidences:

- Recognized as one who is willing to "take on tough issues"
- Acknowledges when goals have not been met or initiatives have failed and revises the plan for success
- When asked, personnel describe the district leader as an individual whose actions are guided by a desire to help all students learn
- When asked, personnel describe the district leader as an individual who will follow through with his/her initiatives
- When asked, personnel describe the district leader as one whose actions support his/her talk and expectations
- When asked, personnel describe the district leader as one who speaks with candor and "takes on tough issues"

Resources:

Scale

Scale:

Not Using Beginning Developing Applying Innovating

Comments:

Work to create more consistency in scheduling meetings within the committees of the school board. The board suggests creating a regular schedule of standing committee meetings so all issues that come up during the month or period can be

addressed at the standing meeting. Dave is very responsive in responding to requests and direction from the school board.

Constituents perceive the district as safe and orderly

The district leader ensures constituents (e.g. school board, administrators, teachers, students, and parents) perceive the district as safe and orderly.

Sample District Leader Evidences:

- Constituents are provided the means to communicate about the safety of the district
- Personnel know emergency management procedures and how to implement them for specific incidents
- Practices emergency management procedures for specific incidents
- Updates to the emergency management plans, and communication of those plans
- Constituents are engaged in opportunities to give input regarding issues of district safety
- When asked, constituents describe the district as a safe and orderly place
- When asked, the constituents describe the district leader as highly visible and accessible
- When asked, constituents describe the district as focused on learning

Resources:

Scale

Scale:

Not Using Beginning Developing Applying **Innovating**

Comments:

Good job working with the state police in getting safety grants to improve the safety of our buildings.

Manages fiscal resources

The district leader manages the fiscal resources of the district in a way that focuses on effective instruction and achievement of all students and optimal district operations.

Sample District Leader Evidences:

- Budgets clearly aligned and prioritized to support instruction and achievement
- Successfully accesses and leverages a variety of resources (e.g. grants, local, state, and federal funds)
- Effectively manages human resources to provide support for instruction and achievement
- When asked, faculty and staff report that they have adequate materials to teach effectively
- When asked, faculty and staff report that they have adequate time to teach effectively

Resources:

Scale

Scale:

Not Using Beginning Developing Applying **Innovating**

Comments:

Great job watching the finances of the district closely to maintain a strong fund balance and high academic standards. Keep up the good work.

Signatures