

Observation Results for Dave Radovich

Observer:

John Pinkerton

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May 8, 2019 9:12:09 AM

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Type:

Standard (Formal)

Location:
Ewen-Trout Creek
(Administration)

Marzano District Leader Evaluation Model v2

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✓ Data driven progress monitoring

The district leader ensures data are analyzed, interpreted, and used to regularly monitor the progress toward district, school, and individual student goals.

Sample District Leader Evidences:

- Accurate and timely data are available
- Data meetings are scheduled and held
- Data discussions are routinely part of meeting agendas ... i.e. cabinet level, department/division, principal meetings
- Data tracking systems are in place and data are available to track progress
- When asked, personnel report data is used routinely to monitor progress towards goals
- When asked, personnel report understanding of how data in their area of responsibility supports progress toward goals

Resources:

Scale

Scale:

Not Using Beginning Developing Applying Innovating

Comments:

Reading support via Mrs. Nordine, mentor opportunities, PD monthly, lunch program.

✓ 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:

Work hard to communicate with staff, and mentor ship program.

✓ 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:

Not Using Beginning Developing Applying Innovating

✓ Shared leadership and delegation

The district leader ensures leadership development and responsibilities are appropriately delegated and shared.

Sample District Leader Evidences:

- Identifies and mentors potential leaders to develop a succession plan and provides appropriate growth opportunities
- Empowers others to share in leadership
- Delegates responsibilities to emerging leaders in preparation for career advancement opportunities
- Models effective leadership practices and mentors emerging leaders
- Effectively identifies potential leaders and guides them in career development
- When asked, emerging leaders explain opportunities for leadership development
- When asked, emerging leaders report responsibilities are effectively delegated and shared

Resources:

Scale

Scale:

Not Using Beginning Developing Applying Innovating

Comments:

We appreciate involving the staff IE: extending the school year as there were so many snow days.

✓ 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

✓ **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:

Continued updating of safe and secure school as per Police Bill Witt's presentation to the Board.

✓ **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:

Communicate with Administrative Team and work together.

Overall Comments and Notifications

Overall Comments:

Mr. Radovich is rated Highly Effective as per the evaluation by the School Board.

Notifications:

Signatures

Observer Signature:

John A. Pinkerton

Date:

5/8/19

Learner Signature:

Dan Radovich

Date:

5/8/19