



AN ORGANIZATION THRIVES ON THE GROWTH AND DEVELOPMENT OF ITS PEOPLE.

PEOPLE MATTER - WHY

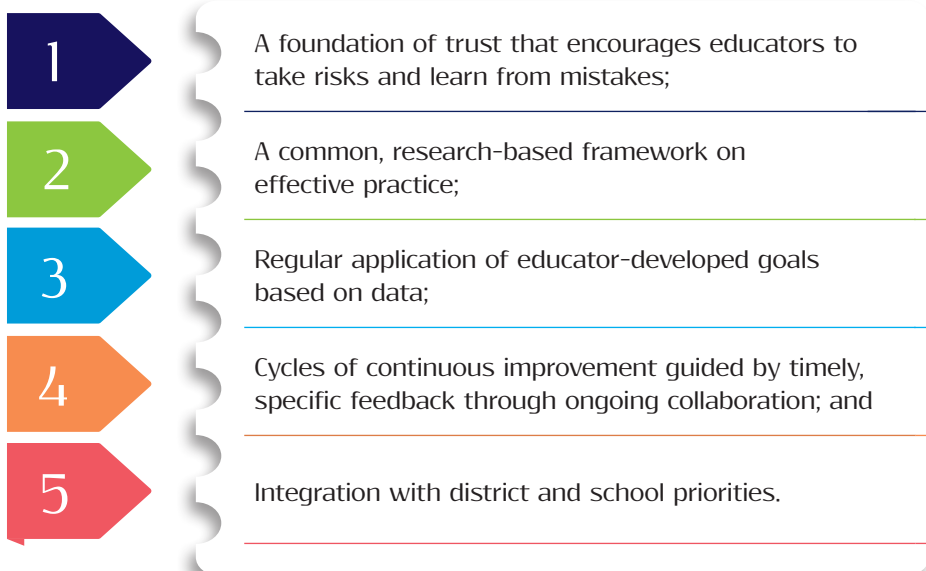
Leaders have the opportunity to positively influence the culture of the organization through an effective evaluation system. Employees who participate in transparent performance conversations that result in meaningful feedback are more motivated to grow individually and ultimately impact the greater good of the district and profession.

From the WEERP Survey, Teacher Retention Brief, and Student Achievement Brief:

- A school's implementation of its teacher evaluation and feedback process has a large effect on how teachers view their principal and to what extent they are committed to their school.
- Teacher turnover was found to be closely linked to their feelings of school commitment.
- The Educator Effectiveness Process, when done well, positively impacts retention.
- School increases in the opportunities for teachers to use feedback were associated with improved student achievement results.

PEOPLE MATTER - WHAT

5 key conditions successful organizations employ to grow the most important resource - its people.



In learning-centered districts, everyone is a learner. Principals serve as instructional leaders and key principal responsibilities include observing and coaching teachers. But this role is difficult to do well. Principals need their own opportunities to learn and improve these skills through timely feedback, coaching, and support from principal supervisors. - Katie Rainey, Director of Educator Development & Support, DPI

PEOPLE MATTER - HOW

Giving and receiving feedback that impacts student achievement and district effectiveness is key. This can be done when districts have:

- Clear job expectations, (EP Evaluation Suite Standards, Danielson Framework, DPI Framework for Principal Leadership)
- Individuals who are being championed in their work and have ownership of their goals, and
- A process and structure to support the work needed to have reflective conversations.

Contact the CESA 6 Growth and Development Center to learn more about the 20-21 Peer Review Mentor Grant (up to \$25,000) that can support your efforts to retain educators/principals.