

Align Professional Learning to the Leadership Framework

What is the goal?

The goal of aligning professional learning to the leadership framework is to ensure that all professional development investments and activities develop the key behaviors that we want MNPS leaders to exhibit.

Why is it important?

Aligning professional learning activities provides coherence and conveys a commitment to leadership development for all employees. Deliberate professional development efforts make staff feel valued and increase retention.

Step 1: Crosswalk Leadership Framework to TEAM administrator and teacher evaluations

Step 2: Use cross-walked evaluation and leadership framework look-fors to determine professional learning offerings, format, and outcomes

Step 3: Adapt existing content and create new content as necessary

Step 4: Begin each professional learning session by highlighting key behavior that is being developed

Steps	Guiding Questions	Resources
1. Crosswalk Leadership Framework to TEAM administrator and teacher evaluations	<ul style="list-style-type: none"> What skills need to be elevated? Who will be responsible for the evaluation design? What quality checks ensure the evaluation is equitable and valuable? What conditions support better evaluations and evaluation data to develop leadership capacity? 	Rethinking Principal Evaluations: A New Paradigm Informed by Practice and Research Principal Evaluation and Professional Growth
2. Use cross-walked evaluations and leadership framework look-fors to determine PL offerings, format, and outcomes	<ul style="list-style-type: none"> What school and district data could be used to justify professional learning content? How will professional learning content be differentiated by years of experience and tier? How will the effectiveness of professional learning offerings be evaluated? 	McRel’s Principal Evaluation System Rethinking Principal Evaluations: A New Paradigm Informed by Practice and Research
3. Adapt existing content and create new content as necessary	<ul style="list-style-type: none"> What will determine if content needs to be adapted? How will the professional learning content be prioritized? 	
4. Begin each professional learning session by highlighting key behavior that is being developed	<ul style="list-style-type: none"> How will information be shared so that leaders can draw clear connections between the key behaviors and Leadership Framework? 	