

Fresh and Innovative Approaches to Head Evaluation

Introductions

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Drew School

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MARIN PRIMARY
& MIDDLE SCHOOL

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Our Approach

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- Real-time feedback: We want an interactive session with you as we wrestle openly with our questions.

Presentation Goals

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- Offering insight into what heads find helpful and challenging.

Getting Started: Three Lived Experiences

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- Scott: 5 years as HOS

Intriguing Question #1

How can we avoid evaluation extremes:
Too laudatory on one extreme or too judgmental
or second-guessing on the other?

Intriguing Question #2

How can evaluation be structured through the lens of a head's stage in leadership (near retirement, those in mid-career, and new to the role)?

Intriguing Question #3

How can heads be responsive, not resistant, to Board evaluation when crafting goals that will advance the school's mission?

Intriguing Question #4

How can we avoid a vicious circle: Board chairs fearful to offer feedback and heads fearful to hear feedback?

Intriguing Question #5

Why are board-HOS trust and chair-HOS partnership so key and foundational to an effective evaluation process?

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- Builds leadership capacity to grow the school
- Feedback to help improve performance

What intriguing questions do you want to add to the list?