

Description of Evaluation Model for Administrators

The Haslett Board of Education will adopt the Multidimensional Leadership Matrix for Administrator Evaluation. The Multidimensional Leadership Matrix is a research-supported administrative model that promotes evidenced-based decision-making. The ten domains of the MLM model include 39 performance factors.

District Leaders (Administrators)	
Domain 1.0	Resilience
Domain 2.0	Personal Behavior and Professional Ethics
Domain 3.0	Student Achievement
Domain 4.0	Decision Making
Domain 5.0	Communication
Domain 6.0	Faculty Development
Domain 7.0	Leadership Development
Domain 8.0	Time/Task/Project Management
Domain 9.0	Technology
Domain 10.0	Personal Professional Learning

In the Fall of 2016, Haslett Administrators became familiar with the Multidimensional Leadership Matrix evaluation tool. Through a Professional Learning Community, the administrators identified the critical attributes of Highly Effective leaders as measured by the Multidimensional Leadership Matrix evaluation tool.

All district building leaders, the Director of Special Education and the Associate Superintendent also are attending a five-day Leverage Leadership training. This training has been approved by the Michigan Department of Education to meet the “evaluation training” requirement for Michigan Public School Administrators. Leverage Leadership training builds strategies and skills for conducting rich conversations and providing effective feedback. Research supports the fact that face-to-face conversations with educators impact their performance and is essential to their improvement and growth.

In addition, the Haslett Board of Education will participate in Leverage Leadership. Leverage Leadership training will provide the board with an understanding and skills to assist them with their evaluation of the Superintendent.