

Leadership Academy (LA) Application – Reference Form

TO BE COMPLETED BY THE APPLICANT:

You are required to provide two professional references. Please complete this section and provide a copy of this form to each reference. One form MUST be completed by your current Principal/ Supervisor. All forms must be received no later than June 6, 2019. I release any individual from any liability relating to disclosure of personnel records and appraisals of my performance while providing complete references to the Sarasota County Schools.

Candidate Name: _____ Date _____

Candidate Signature _____

TO BE COMPLETED BY REFERENCE:

The individual named above has applied for entry into the Leadership Academy. As part of the application process, he /she has identified you as a professional who may provide a reference. Please complete the following and return it to: Carol Kay Brown, Director of Leadership Development, The Landings. Please note: All forms must be received no later than June 6, 2019.

Name _____ Position _____ School Name or Department _____

Phone _____ Date of employment under your supervision ____/____/____ to ____/____/____

1 = Lacks Competency

2 = Developing Competency

3 = Meets Competency

4 = Excels in Competency

Competency	Key Indicators	Evidence and Follow-up Probes	Rating
<u>Instructional Leadership: Achievement Focus</u>	<ul style="list-style-type: none"> Sets rigorous goals and growth targets for his/her students and is successful in meeting them. 	<p>NOTE: Comments are not required however; you are welcome to document evidence in order to support your ratings.)</p>	1
	<ul style="list-style-type: none"> Works closely with students and parents to improve student achievement, despite challenging circumstances. 		2
	<ul style="list-style-type: none"> Sets high standards for his/her instructional practice, responsiveness to students and families, and expectations for student success. 		3
	<ul style="list-style-type: none"> Entrepreneurial and creative in their classroom practices; willing to try new methods and systems to accelerate student progress. 		4
	<ul style="list-style-type: none"> Holds him/herself accountable for achieving high levels of student achievement in their classroom. 		

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Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<p><u>Instructional Leadership:</u> Instructional Expertise</p>	<ul style="list-style-type: none"> • Regularly uses data to set student objectives and differentiate instruction. • Able to apply the language of the PRIDE rubric to an observed lesson. • Able to identify priorities for improvement and specific strategies using the language of the PRIDE rubric. • Able to analyze state standards, map them against the curriculum, and use formative assessments to monitor student progress. • Articulates connection between professional development and student success; shows an interest in leading adults and assumes formal and informal leadership at his/her school. 		<p>1</p> <p>2</p> <p>3</p> <p>4</p>

Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<p><u>Instructional Leadership:</u> Visionary Leadership</p>	<ul style="list-style-type: none"> • Articulates a clear vision for how his/her teaching practice contributes to their students' academic achievement. • Works closely with students and families to build buy-in for their educational vision and priorities in the classroom. • Models how to hold themselves accountable to colleagues and consistently aligns their actions and words to the school vision. • Displays optimism and enthusiasm, inspiring colleagues with their passion for students and their work. 		<p>1</p> <p>2</p> <p>3</p> <p>4</p>

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Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<u>Human Capital Management:</u> Managing People	<ul style="list-style-type: none"> • Understands his/her performance expectations and strives to exceed them. • Uses formal and informal methods to evaluate his/her own effectiveness; seeks out and integrates feedback to improve his/her practice. • Sets an example for high expectations in his/her classroom such that colleagues take note and are inspired to emulate their success. 		1
			2
			3
			4

Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<u>Human Capital Management:</u> Recruitment and Staffing	<ul style="list-style-type: none"> • Participates in teacher interviews; able to collect relevant evidence and connect it back to role competencies and expectations. • Interacts with candidates in a positive manner, expressing the school’s strengths and challenges in a constructive way; supports the induction of new staff members into the community. 		1
			2
			3
			4

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Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<p><u>Organizational/</u> <u>Systems</u> Leadership: Relationship Building</p>	<ul style="list-style-type: none"> • Has positive relationships with and is seen as a leader by colleagues and supervisors. • Establishes collaborative relationships with students, parents, colleagues and administrators to achieve student learning objectives. • Remains positive in difficult situations, seeks to diffuse conflict and seeks “win-win” solutions. • Listens carefully to others and can understand points of view different from his/her own. 		<p>1</p> <p>2</p> <p>3</p> <p>4</p>

Competency	Key Indicators	Evidence and Follow-Up Probes	Rating
<p><u>Organizational/</u> <u>Systems</u> Leadership: Problem Solving and Strategic Thinking</p>	<ul style="list-style-type: none"> • Collects, reviews, and analyzes multiple forms of data about their instructional practice and classroom culture. • Regularly synthesizes and shares out data with students and parents, engaging them in discussions around student outcomes and ensuring they are aware of students’ progress against goals. • Proactive in identifying challenges in their instructional practice, able to develop and test multiple potential solutions. • Works with site-level staff, students and parents to develop and implement effective strategies that improve student learning outcomes. 		<p>1</p> <p>2</p> <p>3</p> <p>4</p>

DO YOU RECOMMEND THIS CANDIDATE FOR LA ENTRY?

YES

NO

Supervisor Signature _____

Date _____

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FOR LA PROGRAM STAFF ONLY

Overall Score:

Average Score:

Applicant Met Bar (*Scored at least 2.0 in every competency, with an average of 3.0 and a total of 12 or more*)? **YES** **NO**

Overall Strengths:

Outstanding Probes:

Additional Notes: