

Reeves Leadership Performance Matrix

Developed by Douglas B. Reeves, and our cadre of national thought leaders, the Leadership Performance Matrix is an educational leadership assessment tool that facilitates an administrator's growth and effectiveness in order to support teaching excellence and student learning as well as summative evaluation. The Oklahoma State DOE sought assessment tools to align administrator and teacher practices and has selected The Leadership and Learning Center with the Leadership Performance Matrix as a state-approved provider.

Key clarification points of the Reeves Leadership Performance Matrix:

Clear, specific, formative tool to be used also for evaluation; Effective systems are:

- **Proactive:** Starts before the job begins
- **Reciprocal:** Gives leaders the opportunity to provide feedback to the organization
- **Empowering:** Provides leaders with the authority to make decisions that will improve their effectiveness
- **Standards Based:** Includes clear standards for proficient and exemplary performance
- **Truthful:** Leads to honest and accurate feedback
- **Objective:** Describes specific behaviors

The Center's Evaluation System is more than just the rubric; It includes the following components, all tied to real-world circumstances and needs of leaders:

- Individualized professional growth plan, based on data
- Multiple assessments targeted on specific leadership dimensions
- Scoring guide
- Matrix reflection guide
- Staff questionnaire
- Coaching protocols and guides
- Implementation rubrics
- Summative evaluation form

Free webinar overview coming soon.
Check the DOE website for further information.

Oklahoma State DOE
Approved Leader
Evaluation Framework



For more information, contact:
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Differentiators of the Leadership Performance Matrix:

- Clear, focused “word pictures” to ensure common understanding of leadership actions that impact teacher performance and student achievement
- Consistent, formative feedback (and summative) system for improvement of leaders of all levels
- Customizable rubric and weightings to meet local needs, organized in an effective, user-friendly 10 dimension tool
- Leads directly to differentiated Professional Growth Plan and follow-up support for leaders of all levels
- The tool and professional development align directly to research-based teacher rubrics, including Marzano and Danielson, as well as integrate with multiple electronic platforms

Impact of The Center Professional Development:

- Ensuring clear understanding of the rubric by principals and principal evaluators to lead to effective customization and utilization for leadership improvement
- Adaptation of the leadership dimension weighting and language that has local meaning, clarity across the system, and produces results
- Focus on deep implementation and monitoring of best practices
- Proven results, with unparalleled combination of research, theory, and real-world application
- Local and national perspectives, research, and experience

The Leadership and Learning Center works with districts and systems across the country (including Florida, Arkansas, Louisiana, and many others) to develop effective leadership evaluation and improvement solutions.

Dimensions of the Leadership Performance Matrix

- Resilience
- Personal Behavior and Professional Ethics
- Student Achievement
- Decision Making
- Communication
- Faculty Development
- Leadership Development
- Time/Task/Project Management
- Technology
- Personal Professional Learning



Can be uploaded into any technology system

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Oklahoma State DOE Approved Leader Evaluation Framework

As a hallmark of The Center, we focus on deep implementation of practices and tools that will improve leadership performance. In working with systems across Oklahoma and the nation (including Florida, Arkansas, Louisiana, and New York, and others), Dr. Reeves and The Leadership and Learning Center will provide professional development support that is effective, efficient, and ensures fidelity of implementation. Our highly qualified Professional Development Associates, comprised of former Principals, Instructional Leaders, and Superintendents, is committed to providing expertise in these services at a reasonable cost.

The professional development and follow-up support will build internal capacity to improve leadership, teaching, and learning. This work will also connect and leverage other professional development taking place in each individual system. Each district will have the opportunity to speak with a Center consultant before beginning the work to discuss inherent obstacles and results the consultant has experienced with previous clients. The Center looks forwards to further discussions with Oklahoma State DOE, as well as regional and district personnel to meet budgetary and educational needs.



Douglas B. Reeves

In order for a district to utilize the Leadership Performance Matrix, all principals and principal evaluators must participate in at least one two-day professional development session.

The Center has created a base support package for the Reeves Leadership Performance Matrix.

Multi-District Overview Package

Initial 2-day Overview Session – Supports all principals and principal evaluators with a clear understanding of the content and design of the rubric to improve leadership performance.

The Center can offer a 2-day overview for all principals and principal evaluators in one or more districts (up to a maximum of 60 participants). By combining resources and aligning goals, districts can significantly reduce their average cost per attendee. This package satisfies the minimum requirement to adopt the Reeves Leadership Performance Matrix in Oklahoma.

Total Inclusive Investment: \$14,057.00 / \$234.28 per participant cost

Districts can combine to reach
60 maximum participants in
each session.

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Recommended Packages to Improve Leadership Performance

All Implementation Options include the Initial 2-day Overview Session – Supports all principals and principal evaluators with a clear understanding of the content and design of the rubric to improve leadership performance.

Implementation Option #1

- **1-day Rubric Customization Session** – Bringing multiple constituencies together, Center consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines.
- **1-day Implementation Support** – Provides guidance and interactive activities for principals to utilize the tool to improve performance and for principal evaluators to utilize the tool for effective feedback and inter-rater reliability.

Total Investment (Including travel, materials, and all other expenses):
\$25,357.00 / \$422.62 per participant cost

Implementation Option #2

- **2-day Rubric Customization Session** – Bringing multiple constituencies together, Center consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines. This session will include focus groups and clear guidance and analysis to reach consensus on final tool and system, aligned to state guidelines.
- **2-day and 4 webinar Implementation Support** – Providing guidance and interactive activities for principals to utilize the rubric to improve performance and for principal evaluators to utilize the tool for effective feedback, ensuring inter-rater reliability. Additional support will focus on effective communication across the district, and how to consistently use the tool for differentiated professional growth based on the needs of each leader.

Total Investment (Including travel, materials, and all other expenses):
\$42,307.00 / \$705.12 per participant cost

Implementation Option #3

- **2-day Rubric Customization Session** – Bringing multiple constituencies together, Center consultant will facilitate a focused discussion on customizing the research-based tool to meet local needs and areas of focus, aligned state guidelines. This session will include focus groups and clear guidance and analysis to reach consensus on final tool to be used by District, with specific weightings on the dimensions.
- **4-day and 4 webinar Implementation and Monitoring Support** – Days 1 and 2 on-site and 4 webinars: Providing guidance and interactive activities for principals to utilize the tool to improve performance and for principal evaluators to utilize the tool for formative and summative, effective feedback, ensuring inter-rater reliability. Webinars will focus on effective communication across the district, and how to consistently use the tool for differentiated professional growth based on the needs of each leader. On-site days 3 and 4 will be spread throughout later in the year on monitoring the process and impact on leadership to improve adult actions.

Total Investment (Including travel, materials, and all other expenses):
\$53,607.00 / \$893.45 per participant cost