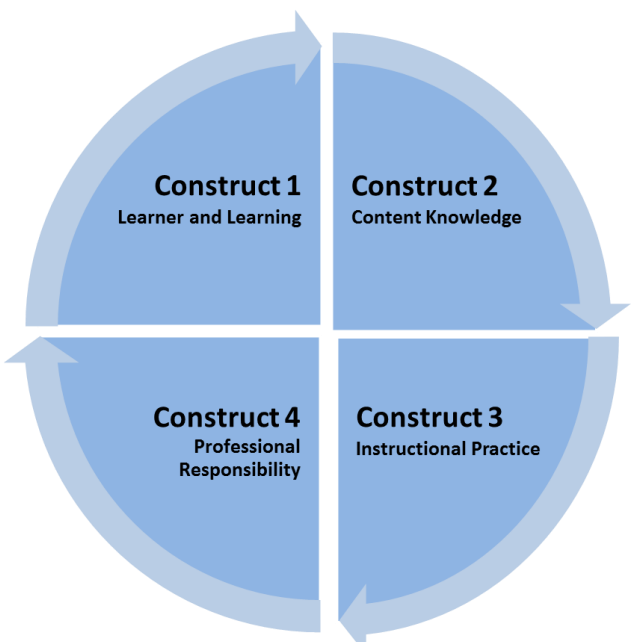
Teacher Constructs and Components

The four DRAFT constructs to be measured in an evaluation instrument:



1. Learner and Learning
1.1 The teacher plans instruction based on learning and developmental levels of all students.
1.2 The teacher recognizes and fosters individual differences to establish a positive classroom culture.
1.3 The teacher establishes a classroom environment conducive to learning.

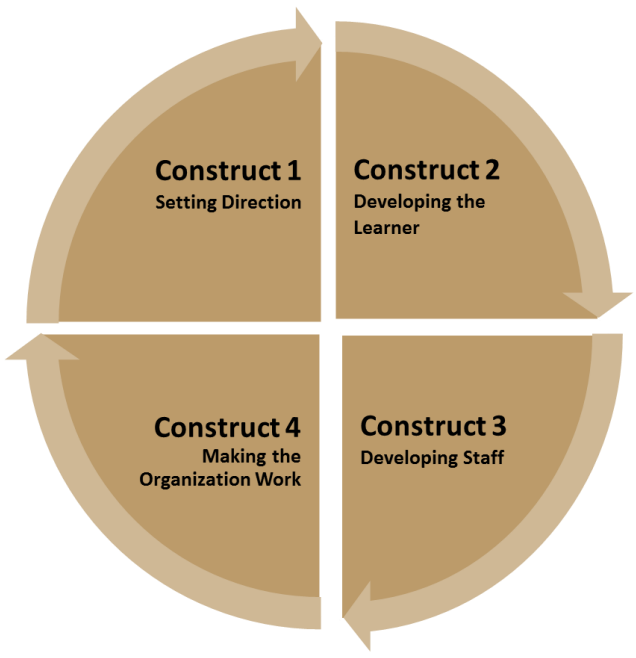
2. Content Knowledge
2.1 The teacher demonstrates a thorough knowledge of content.
2.2 The teacher provides a variety of innovative applications of knowledge.

3. Instructional Practice
3.1 The teacher uses methods and techniques that are effective in meeting student needs.
3.2 The teacher uses varied assessments to measure learner progress.
3.3 The teacher delivers comprehensive instruction for students.

4. Professional Responsibility
4.1 The teacher engages in reflection and continuous growth.
4.2 The teacher participates in collaboration and leadership opportunities.

Building Leader Constructs and Components

The four DRAFT constructs to be measured in an evaluation instrument:



1. Setting Direction
1.1 The building leader will lead stakeholder team in developing vision, mission, and goals.
1.2 The building leader will lead the development of a plan to implement the school vision with stakeholders.
1.3 The building leader will lead the implementation of a school improvement plan.

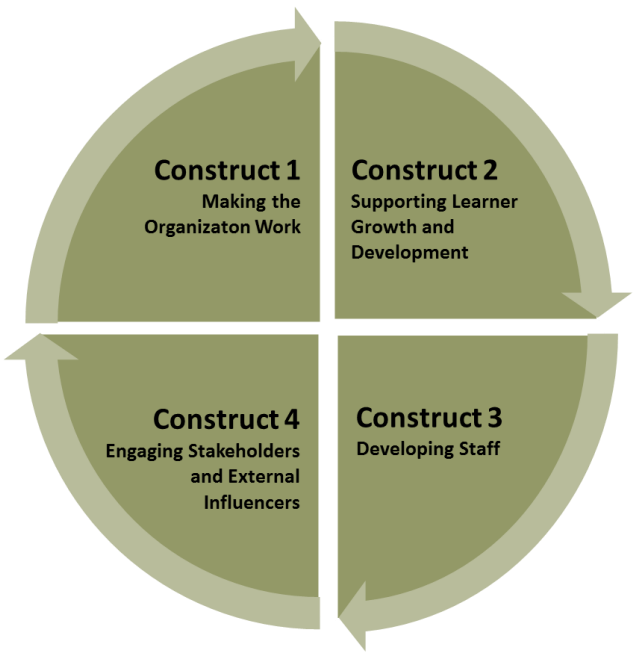
2. Developing the Learner
2.1 The building leader will monitor the instructional program and provide support based on student data.
2.2 The building leader will share student learning results.
2.3 The building leader will implement a variety of student activities.
2.4 The building leader will provide student support services.

3. Developing Staff
3.1 The building leader will conduct staff evaluations.
3.2 The building leader will guide professional learning (courses, coaching, mentoring, evaluation) and promote a culture of learning and collaboration.
3.3 The building leader will develop and promote shared instructional and leadership opportunities for staff.

4. Making the Organization Work
4.1 The building leader will create a positive culture for learning and teaching.
4.2 The building leader will direct and manage resources and facilities.
4.3 The building leader establishes and sustains a culture of collaboration with staff and community members to achieve school and district goals.

District Leader Constructs and Components

The four DRAFT constructs to be measured in an evaluation instrument:



1. Setting Direction and Making the Organization Work
1.1 The district leader will establish and communicate the district vision to support student learning and development.
1.2 The district leader will develop, implement and monitor a strategic plan that addresses continuous improvement.
1.3 The district leader will secure and allocate resources to meet optional needs and to support the district strategic plan.

2. Supporting Learner Growth and Development
2.1 The district leader will implement a rigorous and relevant curriculum and support services that promote success for all students.
2.2 The district leader will support rigorous and relevant instruction.
2.3 The district leader will use an assessment and accountability system to support student learning.

3. Developing Staff
3.1 The district leader will establish and maintain a culture of learning that builds collective efficacy and demands continuous learning for all staff.
3.2 The district leader will establish and maintain a process for staff evaluations.
3.3 The district leader will create a system that uses data to drive professional learning that is aligned with district goals and improvement plans and supports a differentiated professional learning program.
3.4 The district leader builds and sustains capacity for leadership throughout the system.

4. Engaging Stakeholders and External Influencers
4.1 The district leader will advocate for educational policy (local, state, national).
4.2 The district leader will collaborate with the local community and special interest groups.

Copyright 2011© by Kansas State Department of Education