

# Reeves Leadership Performance Matrix

The  
Leadership  
and Learning  
Center®

## 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 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
- Differentiated Professional Growth Plan and follow-up support for leaders of all levels based on consistent use of the tool
- The rubric and professional development align directly to the approved teacher rubrics, in particular the Marzano and Danielson frameworks, as well as integrate with the iObservation platform

## Impact of The Center Professional Development:

- Ensure 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
- New York and national perspective, research, and experience

The Leadership and Learning Center works with districts and systems across the country, including all Florida RTTT LEAs, 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



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# Reeves Leadership Performance Matrix: Professional Development Packages

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The following are three options of professional development packages to support the understanding, customization, and implementation of The Leadership performance Matrix. The Center can customize packages for schools and districts based on specific needs.

## Option #1

- **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
- **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**

## Option #2

- **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
- **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
- **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**

## Option #3

- **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
- **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**

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