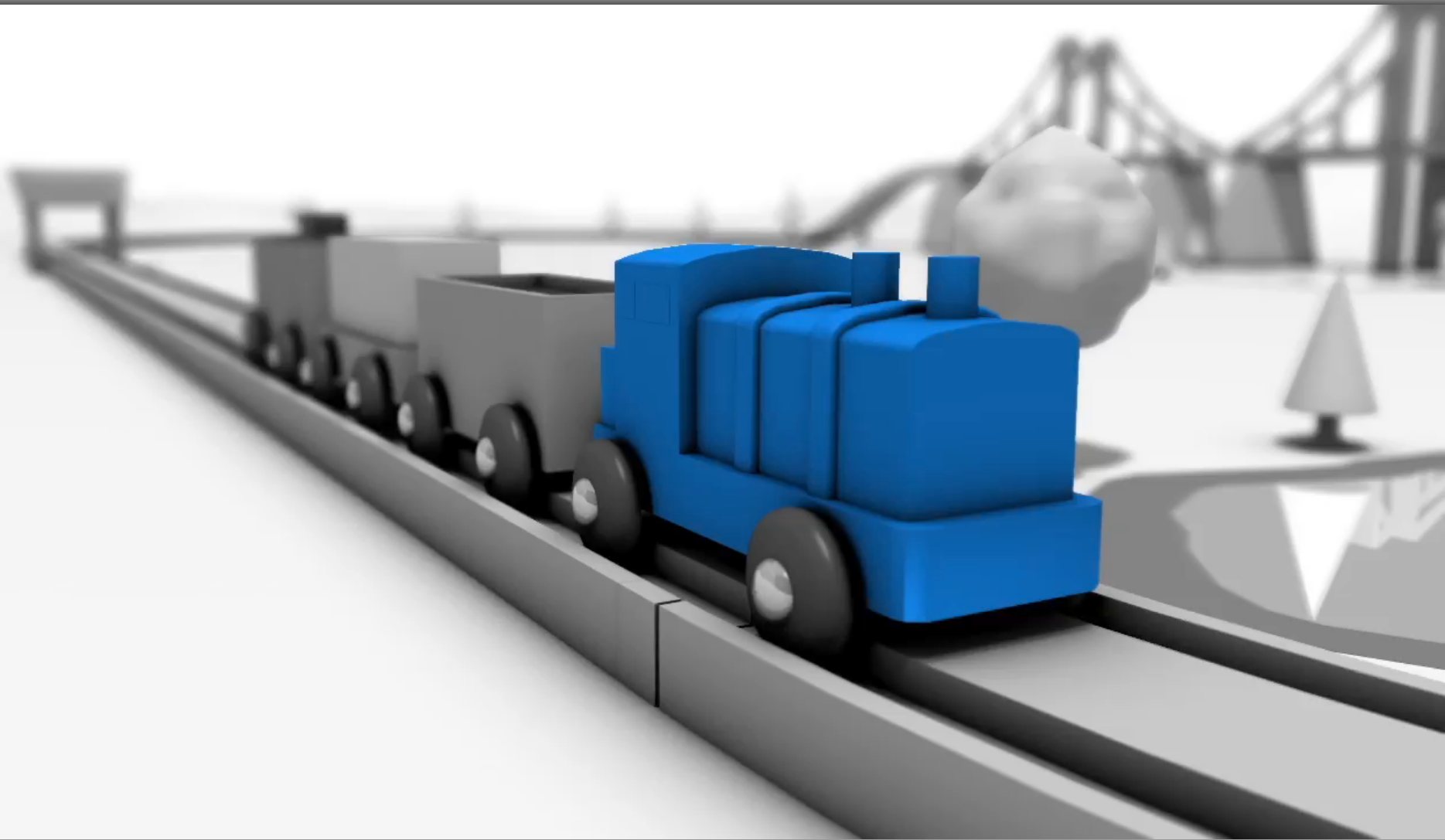
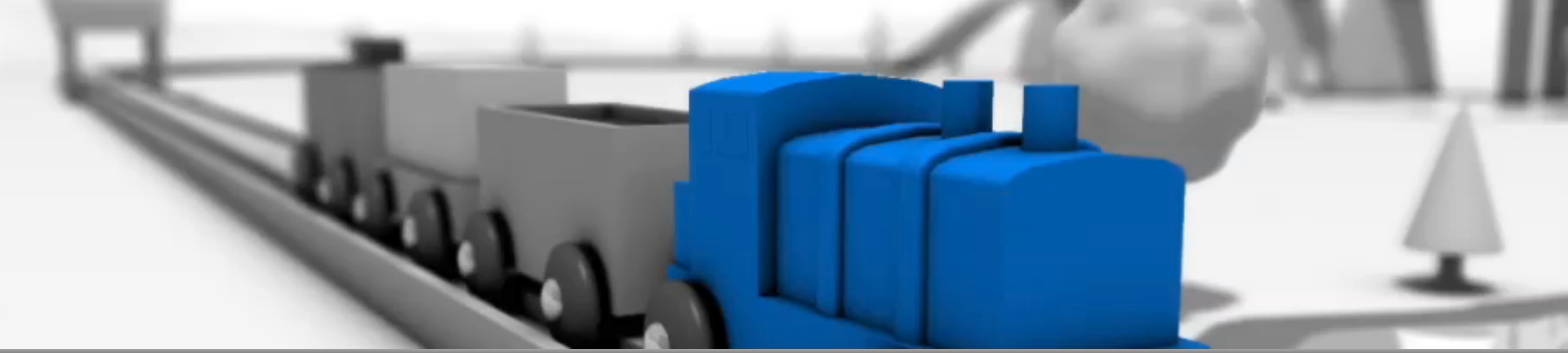


On Track 360

Developing Successful Leaders for 21st Century Schools

A Product of





What is a 360°?

- A multi-rater assessment
- Research-base
- Most powerful form of feedback available
- Feedback from the perspectives of multiple individuals
(Self, Direct Reports, Peers/Colleagues, Supervisors/Stakeholders)
who interact frequently with the leader and who can provide accurate and honest feedback about specific behaviors in a variety of competency areas

What is the On Track 360°?



A web-based feedback tool based on high quality leadership standards geared to school improvement and success - measures what highly effective leaders do in leading high-performing schools (**Principal Version**) and high-performing districts (**Executive Version**) in a challenging environment.

What is the On Track 360°?



- Provides school leaders with information about their leadership behaviors through a set of reliable feedback reports to guide self-reflection and development
- Provides a focused description of individual strengths and developmental needs to allow for action planning
- Allows leaders to take control of their personal leadership development

Researched-Based *On Track 360°*

- Extensive review of educational leadership literature about change management, organizational management, team building and communication
- Crossed referenced with multiple frameworks used to evaluate/design leadership standards including ISLLC, NCATE, NAESP, NASSP, and certification of principals from the National Board for Professional Teaching Standards

What is covered?

Behavior and Skills include:

Multi-faceted and highly demanding roles of school leaders in the following areas:



**Strategic
Leader**

**Improvement
Leader**

**Instructional
Leader**

**Collaborative
Leader**

**Systems
Leader**

**Advocacy
Leader**



Elements within Standards:

Each of six leadership roles include “elements”

- *24 elements included in six standards*
- *specific statements defining the knowledge and skills that school leaders need to know and be able to do*



Additional Scales:

Additional scales made up of items reflecting strength in characteristics of learner-focused systemic change in schools and districts:

Turnaround Scale Report (Principal Version)

- emerging body of research about what it takes to “turn around failing schools”



Additional Scales:

District Rapid Improvement Scale Report (Executive Version)

*- emerging body of research about what it takes
to bring about “rapid improvement” of all
schools at a district level*

What will the On Track 360° do for me?

- It will provide a set of *reliable feedback reports* to guide your self-reflection and development.
- It will provide *specific feedback* describing the perceptions of those around you about your abilities - *Perceptual Gaps.*



What will the On Track 360° do for me?

- It will provide *a profile of your current strengths and needs* as they relate to high quality school leadership standards.



How is On Track 360° feedback collected?

- You will receive an email inviting you to complete the assessment and set-up feedback providers by feedback provider group.
- When you “submit” your completed assessment and information on your feedback providers, the “system” will generate emails inviting feedback providers to complete the assessment on your leadership behaviors.



How is On Track 360° feedback collected?

- You are encouraged to personally let feedback providers know that they will be invited to participate prior to the “system” informing them.
- The assessment may be completed in a single session (approximately 35 minutes) or completion may be spread out over time.
- The survey site will remain open 3 - 4 weeks.



How is On Track 360° feedback collected?

- The system constantly monitors who has and who has not completed the assessment and automatically sends out reminders; you will have access to this information by feedback provider group only and you may notify feedback providers by group yourself if you wish.
- All feedback providers are **guaranteed anonymity** except for a single “Supervisor” or “Stakeholder.”



How is On Track 360° feedback collected?

- Once the survey site is closed, the site administrator will score individual results and forward a PDF file for all participants to my office.
- We will print individual reports and any requested group reports.
- Group feedback will be provided on a pre-determined date. You will be taught how to understand your results and you will work through the beginning of a professional development plan (PDP) in the feedback session.



How is On Track 360° feedback collected?

- PLEASE UNDERSTAND THAT YOUR RESULTS BELONG EXCLUSIVELY TO YOU AND THAT IT IS FOR DEVELOPMENT AND NOT EVALUATION.



How is On Track 360° feedback collected?

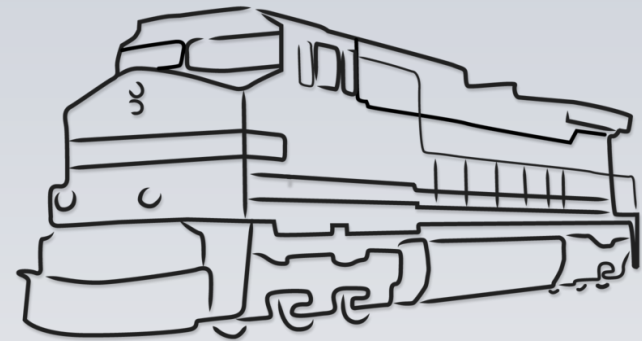
- IF A GROUP REPORT IS REQUESTED INDIVIDUAL RESULTS WILL BE COMBINED WITH A GROUP PROFILE AND NO SINGLE INDIVIDUAL WILL BE IDENTIFIED.



Who provides the feedback?

The Stakeholder Network:

- Self Reflection
- At Least Three Direct Reports
- At least Three Peers or Colleagues
- Supervisors and Stakeholders

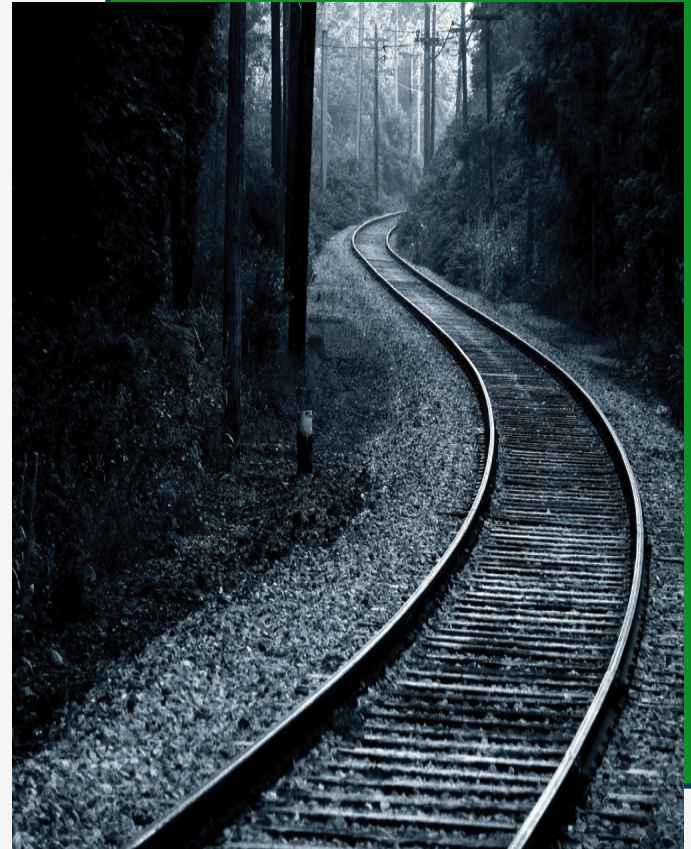


There are no maximum numbers

How will this help me become a better leader?

As a school leader, your influence is a powerful tool. Leadership skills are what others react to in the course of your work.

Feedback shared with you from the *On Track 360°* will allow you to develop the critical skills needed to be successful as *21st Century School Leaders*.



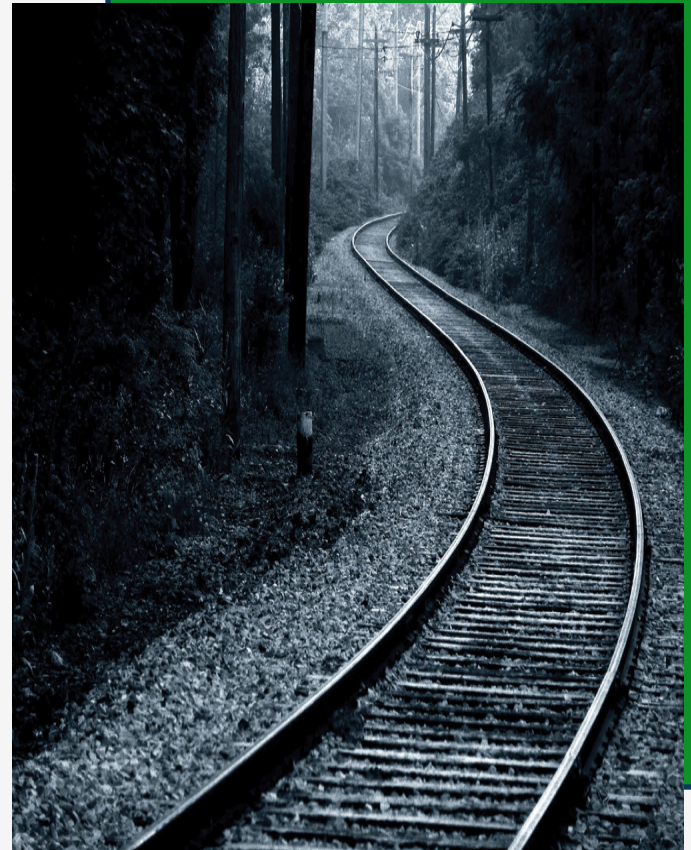
Tips for Selecting Feedback Providers

- Participants want open & honest feedback from providers.
- There is strength in numbers.
- Discuss the process with a mentor or friend if you wish.



Tips for Selecting Feedback Providers

- Include those who understand your job.
- Explain the process with those you select.
- Explain how you will use the results of the [On Track 360°](#) with those who provide feedback.





Preparing for Feedback

- **Step 1:** Familiarize yourself with the process and the 360 by taking your Self-Survey.
- **Step 2:** Select your Feedback Providers
Choose a variety of individuals with differing points of view.
 - Select 3 or more Direct Reports
 - Select 3 or more Peer or Colleagues
 - Select at least 1 Supervisor
 - Include a minimum of 8 Feedback Providers - **more is highly desirable.**
- **Step 3:** Inform your Feedback Providers about **On Track 360°** and what to expect
- **Step 4:** Obtain their correct e-mail addresses

- ✓ Your confidentiality is assured.
- ✓ You own the process and the results:
 - You control the *selection* of feedback providers
 - You *monitor* feedback as it is received
 - You are able to *remind feedback providers* (anonymously) when necessary.
- ✓ For technical help, contact:
(Our site administrator: *Paul Hollrah- paulhollrah@gmail.com*)
- ✓ **Don't Wait! Get *On Track* Now!!**

Feedback – the Breakfast of Champions

(Ken Blanchard)



