| **2012-2013**  **Research and Redesign** | **2013-14**  **Introduction & Planning** | **2014-15**  **Pilot and Feedback** | **2015-16**  **Full Implementation** |
| --- | --- | --- | --- |
| Feedback Stage 1: Principals and Assistant Principals provide feedback on shared responsibilities on the current Leader Framework  Feedback Stage 2: Steering Committee formed to review the feedback and revise the language of the Leader Framework | Present draft to Home Office Leadership  Present draft to Administrator Residency Program  Present to Principals and Assistant Principals and generate an  1. **Evidence bank** for indicators  2. **Performance metrics** (pie)  3. Model: **Frequency** (S1 and S2)  Present to Principals, Principals Cabinet, and Home Office Leadership  Finalize Draft (rubric + metrics)  Design Professional Development modules for principals  Develop an online system to capture evidence and scores (Bloomboard) | Pilot new rubric and metrics at all middle schools  Select high schools for pilot  Feedback Stage 3: Survey participants  Revise: Make recommendations to the Steering Committee for revisions as needed  Final Approval: Home Office Leadership + Principal's Cabinet | Full Implementation at All Schools with Performance Based Compensation |

Framework Development and Rationale: The Assistant Principal Framework and Metrics will be developed to provide high quality support and feedback. The initial stage of Research and Redesign involved principals and assistant principals. The Introduction and Planning Phase will involve feedback from Home Office Leadership, Administrator Residents, Principals, and the Principals Cabinet. During the pilot phase, adjustments will be made as needed based on survey data. Full approval from Home Office Leadership and Principal’s Cabinet after the conclusion of the pilot, with full implementation in the Fall of 2015.

Professional Development: Principals and Assistant Principals will receive professional development in the selection of evidence, capture of evidence, and coaching and feedback conferences. Leaders will also receive support with online data management systems.