

# McREL Standards-Based Principal Evaluation Model Crosswalk to the Wyoming Education Leader Standards

To demonstrate alignment to the *Wyoming Education Leader Standards*, a system must 1) demonstrate alignment to a majority of the elements within each standard, 2) be aligned to Standard I (*Unwavering Focus on Maximizing the Learning and Growth of All Students*), and 3) align to **five** of the **six** remaining standards. Based upon this crosswalk, the *McREL Standards-Based Principal Evaluation Model* demonstrated alignment to **three** of the **seven** *Wyoming Education Leader Standards*. Using this criteria, the review team concluded that the *McREL Standards-Based Principal Evaluation Model* **is not aligned to the Wyoming Education Leader Standards**. Please see Table 1 for an overview of the crosswalk and Table 2 for details of the crosswalk between the *McREL Standards-Based Principal Evaluation Model* and the *Wyoming Education Leader Standards*.

**Table 1. Crosswalk Overview**

Standard	Number of Elements Aligned	Standard Aligned/Not Aligned
Standard 1	5/8	Aligned
Standard 2	2/6	Not Aligned
Standard 3	5/7	Aligned
Standard 4	2/4	Not Aligned
Standard 5	5/6	Aligned
Standard 6	0/4	Not Aligned
Standard 7	1/5	Not Aligned

**Table 2. Detailed McREL Standards-Based Principal Evaluation Model Crosswalk to Wyoming Education Leader Standards**

Wyoming Education Leader Standards	McREL Standards-Based Principal Evaluation Model
<b><i>Standard 1 - Clear and consistent focus on maximizing the learning and growth of all students</i></b>	<b><i>Standard 1 - Strategic Leadership</i></b> <b><i>Standard 2 - Instructional Leadership</i></b>
Key Element A. In collaboration with others and in alignment with district strategic priorities, use appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programming.	Standard 1: Strategic Leadership: (a) School Vision, Mission and Strategic Goals; (b) Leading Change
Key Element B. Ensure the alignment of the assessments to district identified prioritized standards used to track student growth and achievement over time.	Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment
Key Element C. Use multiple data measures appropriately within the technical limitations to monitor students' progress toward learning objectives to improve instruction.	<b><i>No Alignment</i></b>
Key Element D. Ensure a system of accountability for students' academic success and career readiness.	Standard 1: Strategic Leadership: (a) School Vision, Mission and Strategic Goals; (b) Leading Change  Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment
Key Element E. Develop and maintain longitudinal data and communication systems to deliver actionable information for district, school, and classroom improvement.	<b><i>No Alignment</i></b>
Key Element F. Lead the implementation of a high-quality student support and assessment system.	Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment
Key Element G. Ensure high expectations for achievement,	Standard 1: Strategic Leadership: (a) School Vision, Mission and

<p>growth and equity in opportunities for all students.</p>	<p>Strategic Goals; (b) Leading Change</p> <p>Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment</p>
<p>Key Element H. Work with staff to evaluate and use data to improve student achievement.</p>	<p><b>No Alignment</b></p>
<p><b>Standard 2 - Instructional and Assessment Leadership</b></p>	<p><b>Standard 1 - Strategic Leadership</b></p> <p><b>Standard 2 - Instructional Leadership</b></p>
<p>Key Element A. Focus on student learning by leading the implementation of a rigorous, relevant and prioritized curriculum and assessment system.</p>	<p>Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment</p>
<p>Key Element B. Work collaboratively to implement a common instructional framework that: Aligns curriculum with teaching, assessment, and learning AND Guides teacher conversation, practice, observation, evaluation, and feedback.</p>	<p><b>No Alignment</b></p>
<p>Key Element C. Recognize a full range of pedagogy and monitor the impact of instruction.</p>	<p>Standard 1: Strategic Leadership: (a) School Vision, Mission and Strategic Goals; (c) School Improvement Plan</p> <p>Standard 2: Instructional Leadership: (a) Focus on Learning and Teaching, Curriculum, Instruction, and Assessment</p>
<p>Key Element D. Ensure that there is differentiation, personalization, intellectual stimulation, collaboration, authenticity, and recognition of student strengths in instructional practice.</p>	<p><b>No Alignment</b></p>

Key Element E. Promote the effective uses of technology to support teaching and learning.	<b>No Alignment</b>
Key Element F. Ensure the use of formative assessment data to inform instruction.	<b>No Alignment</b>
<b>Standard 3 - Developing and Supporting a Learning Organization</b>	<b>Standard 1 - Strategic Leadership</b> <b>Standard 3 - Cultural Leadership</b> <b>Standard 4 - Human Resource Leadership</b> <b>Standard 7 - Micro-political Leadership</b>
Key Element A. Effectively lead the implementation of a high-quality educator support and evaluation system that advances the professional growth of their staff.	Standard 4: Human Resource Leadership: (a) Professional Development/ Learning Communities; (c) Teacher and Staff Evaluation
Key Element B. Have a solid understanding of adult learning and ensure that all adults have the knowledge, skills, and dispositions necessary to promote student success.	<b>No Alignment</b>
Key Element C. Create and/or support collaborative learning organizations to foster improvements in teacher practices and student learning.	Standard 3: Cultural Leadership: (a) Focus on Collaborative Work Environment  Standard 4: Human Resource Leadership: (a) Professional Development/ Learning Communities
Key Element D. Guide implementation of improvement initiatives and provide the time and support for these initiatives to achieve desired outcomes.	<b>No Alignment</b>
Key Element E. Lead the evaluation of new and existing programs as part of a continuous improvement process.	Standard 1: Strategic Leadership: (c) School Improvement Plan

<p>Key Element F. Cultivate the ability of teachers and other members of the community to become leaders by providing assistance and leadership opportunities.</p>	<p>Standard 1: Strategic Leadership: (d) Distributive Leadership</p>
<p>Key Element G. Facilitate high functioning groups of faculty and staff.</p>	<p>Standard 1: Strategic Leadership: (d) Distributive Leadership</p> <p>Standard 3: Instructional Leadership: (d) Efficacy and Empowerment</p> <p>Standard 4: Human Resource Leadership: (a) Professional Development/ Learning Communities</p> <p>Standard 7: Micro-political Leadership</p>
<p><b><i>Standard 4 - Vision, Mission, and Culture</i></b></p>	<p><b><i>Standard 1 - Strategic Leadership</i></b></p> <p><b><i>Standard 5 - Managerial Leadership</i></b></p> <p><b><i>Standard 6 - External Development Leadership</i></b></p>
<p>Key Element A. Use relevant data and collaborate with members of the school, district, and community to create and endorse a vision for the achievement of every student.</p>	<p>Standard 1: Strategic Leadership: (a) School Vision, Mission and Strategic Goals; (b) Leading Change</p> <p>Standard 6: External Development Leadership: (a) Parent and Community Involvement and Outreach</p>
<p>Key Element B. Articulate, advocate, and cultivate core values that define the school's and district's culture.</p>	<p><b><i>No Alignment</i></b></p>

<p>Key Element C. Create and maintain a positive climate with a trusting, safe environment that promotes effective student learning and adult practice.</p>	<p><b>No Alignment</b></p>
<p>Key Element D. Collaboratively evaluate the mission and vision, modifying them based on changing intentions, opportunities, demands, and positions of students, staff, and community.</p>	<p>Standard 1: Strategic Leadership: (a) School Vision, Mission and Strategic Goals</p> <p>Standard 5: Managerial Leadership: (d) School Expectations for Students and Staff</p> <p>Standard 6: External Development Leadership: (a) Parent and Community Involvement and Outreach</p>
<p><b>Standard 5 - Efficient and Effective Management</b></p>	<p><b>Standard 1 - Strategic Leadership</b></p> <p><b>Standard 4 - Human Resource Leadership</b></p> <p><b>Standard 5 - Managerial Leadership</b></p> <p><b>Standard 6 - External Development Leadership</b></p>
<p>Key Element A. Recruit, hire, support, develop, and retain effective teachers and other professional staff and form them into an effective team.</p>	<p>Standard 4: Human Resource Leadership: (a) Professional Development/Learning Communities; (b) Recruiting, Hiring, Placing and Mentoring of staff; (c) Teacher and Staff Evaluation</p>
<p>Key Element B. Facilitate the adaptation and monitoring of operational systems and processes to ensure a high-performing organization that includes clear expectations, structures, rules, and procedures for effective and efficient operations focused on high-quality teaching and learning.</p>	<p>Standard 5: Managerial Leadership: (d) School Expectations for Students and Staff</p>
<p>Key Element C. Limit the number of initiatives and ensure that</p>	<p><b>No Alignment</b></p>

whatever programs and strategies are implemented in their school and district are supported by the best research available and are aligned to school and district plans.	
Key Element D. Use appropriate strategies to guide their organizations through change (e.g. first- and second-order change strategies).	Standard 1: Strategic Leadership: (b) Leading Change
Key Element E. Support the learning of all students by appropriating and regulating monetary, human and material supplies, time, equipment, technology, and alliances with school and district goals.	Standard 5: Managerial Leadership: (a) School Resources and Budget
Key Element F. Ensure the expectation that students, staff, and the school and district operate within the guidelines of federal, state, and local laws, policies, regulations, and statutory requirements.	Standard 6: External Development Leadership: (b) Federal, State and District Mandates
<b>Standard 6 - Ethics and Professionalism</b>	<b>No Alignment</b>
Key Element A. Lead with integrity.	<b>No Alignment</b>
Key Element B. Establish a culture in which ethical behavior is expected and practiced by all faculty, staff, students, and volunteers.	<b>No Alignment</b>
Key Element C. Contribute to district and state initiatives.	<b>No Alignment</b>
Key Element D. Evaluate the potential ethical, legal, and precedent-setting consequences of decision-making.	<b>No Alignment</b>
<b>Standard 7 - Communication and Community Engagement</b>	<b>Standard 5 - Managerial Leadership</b> <b>Standard 6 - External Development Leadership</b>
Key Element A. Advocate and effectively communicate with a range of stakeholders, from students and teachers to parents	Standard 5: Managerial Leadership: (c) Systematic Communication

<p>and members of the larger community, including media, to advance the organization’s vision and mission.</p>	<p>Standard 6: External Development Leadership: (a) Parent and Community Involvement and Outreach</p>
<p>Key Element B. Implement and maintain policies to establish working relationships with the community and media to garner support and build consensus for school and district goals.</p>	<p><b>No Alignment</b></p>
<p>Key Element C. Use community engagement efforts to identify and share successes and to address challenges for the benefit of students.</p>	<p><b>No Alignment</b></p>
<p>Key Element D. Are easily approached, available, and inviting to students, staff, and community.</p>	<p><b>No Alignment</b></p>
<p>Key Element E. Are intentional about considering improvement ideas from outside the school system.</p>	<p><b>No Alignment</b></p>