

9. InterLEAD Connector™ A Performance Management Tool for Red, Blue, Yellow and Green Zone Teachers

How Does InterLEAD Connector™ Stack Up?	Yes	No
<u>Article 1: Guilty or Not Guilty?</u>		
- <i>Innocent Until Proven Guilty is a Fundamental Guiding Principle</i>	✓	
- <i>Can InterLEAD Connector™ help prove guilt if that is the requirement?</i>	✓	
<u>Article 2: Teaching as Inquiry – A 21st Century Pedagogy for Teachers</u>		
- <i>Provides researched high impact pedagogical practices for teachers to focus on within the context of their learning spaces.</i>	✓	
- <i>Can InterLEAD Connector™ be used for MBO/MBR if we wanted to go that way?</i>	✓	
<u>Article 3: High Impact Inquiry means Going Further Upstream</u>		
- <i>Supports and challenges teachers to inquire into how they may need to change in order to improve outcomes for learners.</i>	✓	
- <i>Increases the probability of undertaking a high impact inquiry from learners' perspectives</i>	✓	
<u>Article 4: Humanising Appraisal: From Performance Appraisal to Performance Management</u>		
Does InterLEAD Connector™ have in-built design flexibility providing varying approaches to support and challenge...		
- <i>Super Stars?</i>	✓	
- <i>Solid Citizens?</i>	✓	
- <i>Earnest Underperformers?</i>	✓	
- <i>Unreliable Stars?</i>	✓	
- <i>Unreliable Journeymen?</i>	✓	
- <i>Unreliable Underperformers?</i>	✓	
- <i>Gifted Amateurs?</i>	✓	
- <i>Amateur Journeymen?</i>	✓	
- <i>Underperforming Amateurs?</i>	✓	
<u>Article 5: Performance Management: Fewer Snakes – More Ladders</u>		
Does InterLEAD Connector™ provide us with solution pathways to supporting and challenging...		
- <i>Our Green Zone teachers to focus on high impact self-directed pedagogical professional inquiry and remain a Green Zoner?</i>	✓	
- <i>Our Red Zone teachers to become a Green Zoner?</i>	✓	
- <i>Our Yellow Zone teachers to become a Green Zoner?</i>	✓	
- <i>Our Blue Zone teachers to become a Green Zoner?</i>	✓	
<u>Article 6: The One Soft Skill that Counts</u>		
- <i>Does InterLEAD Connector™ make it easier to have crucial conversations on teaching practice?</i>	✓	
- <i>Does InterLEAD Connector™ support teachers to develop the confidence and skills to engage in honest conversations on their teaching practice?</i>	✓	

7. Book Review: An Everyone Culture: Becoming a Deliberately Developmental Organization

- I understand how deliberately designed systems are more effective at changing culture than people. Is InterLEAD Connector™ designed to do this?

✓

We are seeking specific behaviour and practice changes from our teachers. Does InterLEAD Connector™ have design features supporting and challenging teachers to:

○ Show critical thinking around their teaching practice?

✓

○ Become more effective at self-evaluating the impact of their teaching practice on learning?

✓

○ Lead their own performance conversations with insight and honesty?

✓

○ Undertake pedagogical inquiry into their teaching practice?

✓

○ Collaborate with students and use them as resources to improve their practice (ako)?

✓