Executive Coaching Professional Learning

Texas Strategic Leadership

Performance Management Pathway

September 13, 2024

Cross Cohort Collaboration



Materials Site:

r16.us/TSLEC

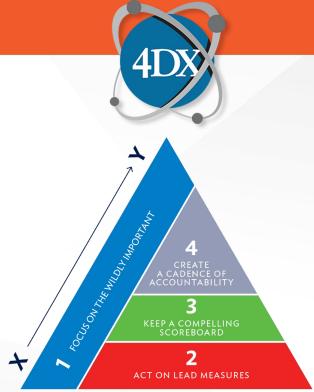
Dropdown:

Sep. 13, 2024 - Executive Coaching: Cross Cohort Collaboration - Performance Management Pathway



Performance Management











Says Easy, Does Hard





May Seem Counterintuitive





is an Operating System



ESC TSL Teams will coach districts through key milestones aligned to performance management and cycles of improvement



Establish Performance Management Vision and Culture

- ☐ Launch Executive Performance Management Team
- Establish a vision for performance manage ment
- Understand current state of district data infrastructure and data culture

Build Macro and Micro Systems for Performance Management

- Build the measurement plan to the strategic plan's prioritized initiatives
- ☐ Build the foundations for piloting performance management routines with a critical C&I initiative

- Conduct Performance Routines
- ☐ Conduct micro level performance management routines at the initiative level
- ☐ Conduct macro level performance management routines at the district level

- Scale and Sustain
- ☐ Reflect and determine next steps for continuous improveme nt of performance manag ement system
- Scale and sustain to additional strategic priorities and initiatives

TEXAS STRATEGIC LEADERSHIP

TEA

Respond in Chat:

With these 3 insights in mind...

Says Easy, Does Hard Counterintuitive Operating System

...how will this awareness shape your approach as an executive coach? Executive Coaching is...



the manifestation of servant leadership as one seeks to draw out, inspire, and develop the best and highest within people from the inside out.

The purposes of a person's heart are deep waters, but one who has insight draws them out.





And, Now Back to Our Friends...





TEA