

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

START





Says Easy, Does Hard

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**May Seem
Counterintuitive**



is an Operating System



TEXAS
STRATEGIC
LEADERSHIP

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



Stakeholder Engagement + Change Management occurs throughout



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

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

- Reflect and determine next steps for continuous improvement of performance management system
- Scale and sustain to additional strategic priorities and initiatives

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.

Executive Coaching

*A **good** coach can change a moment.
A **great** coach can change a life.*



And, Now Back to Our Friends...



**TEXAS
STRATEGIC
LEADERSHIP**

TEXAS STRATEGIC LEADERSHIP

