

SLP Performance and Potential Matrix

Performance	High/Exceeds Expectations	C <ul style="list-style-type: none">Consistently produces high level resultsStrong content area and instructional expertise (with Standard Work expectations)Knows current job extremely well, high work ethicMay not consistently adapt to change wellWork well w/ others, limited ability or interest to lead <ul style="list-style-type: none">Place here if demonstrates first three bullets above, and some of the following:Poor communication skills, negative peer influenceWe/They approachPoints out problems in a negative wayLittle ability/desire to collaborate with others	B (Strong Performance, Limited Ldrp) <ul style="list-style-type: none">Consistently produces high level results, meet & exceed Standard Work performance expectationsStrong content area and instructional expertise (if elementary, in area of reading), efficacy that they will be able to teach and support othersHigh personal/professional confidenceInnovates, leaner who adapts to new situation well. Project/Task/Change Mgmt FocusedLimited influence across social networks currently, but see potential to teach, influence other adultsMay not have had significant leadership opportunities, or limited leadership ambition	A (Current/Future Leader) <ul style="list-style-type: none">Outstanding leaders in the school, with potential for broader leadershipConsistently delivers exceptional practice, performing well in almost all they do, innovatesStrong content area and instructional expertise, able to teach and support othersInspires and influences motivation, work of othersWorth considerable investment of time and resources to continue to develop potential<i>The best there is and the best you have/irreplaceable</i>	
		C <ul style="list-style-type: none">Consistently meets Standard Work expectationsAcceptable content area and instructional expertiseMay have low levels of initiativeDoes not necessarily adapt to change wellMay demonstrate traditional thinking about issues, and/or a narrow bandwidth of professional interest <ul style="list-style-type: none">Place here if above, and some of:Poor communication skills, potentially negative peer influenceWe/They approachPoints out problems in a negative wayLittle ability/desire to collaborate with others	B <ul style="list-style-type: none">Average performer who consistently meets all standard work expectations of the roleAcceptable content area and instructional expertiseUnderstands current job well, confident in their work, and adapts to new challenges as necessary. May be unsure of self in face of change, and requires normal level of supportWill not drive change and improvement in the school/organizationWill adapt to new jobs and performs well in those positions in a reasonable amount of time	B (Capable of Growth) <ul style="list-style-type: none">Exceptional leadership potential, high interest in innovation, and needs to demonstrate exceptional standard work performance to gain credibilityAcceptable content area and instructional expertiseConsistently meets performance expectationsEnthusiastic to try new things, capacity to take on new challenges on a consistent basisMay not yet use others optimally	
	Average/Meets	Low/Inconsistent/Not Met	D <ul style="list-style-type: none">High-riskIs not delivering results as expectedCannot effectively adapt to new and different situationsLow to no return on investmentNegative attitude, poor relationships may be evident nd influencing othersMay have low morale/self-esteemPerformance improvement required	Inconsistent Performer * <ul style="list-style-type: none">Is not meeting performance requirementsPotentially has the ability to do more, but has not demonstrated itMay set low personal or team goalsWorks at a slow paceMay be in the wrong position <i>* first year teachers placed here if demonstrating quality but not high potential, as they have not had time to demonstrate performance over time</i>	Wildcard * <ul style="list-style-type: none">May have a high level of potential, but lack experiencePositive, willing to try, well-liked by peersLow performance, instruction, classroom managementLack of competence in some areasMay have had one or more significant stumbles <i>* first year teachers placed here if demonstrating high potential, as they have not had time to demonstrate performance over time</i>
			Potential: Partnership and Leadership Ability to adapt to change; Effectiveness of working in partnership with others; Capacity for and interest in leadership		