

Leadership Evaluation Measurement (LEM)

(Studer 2003)

Definition: The Six Pillars (People, Quality, Service, Growth, Finance, and Health & Safety) provide the foundation for setting and communicating organizational goals as well as the framework for the evaluation process. Once, the goals for each pillar have been set by the Board of Education, they are cascaded from the superintendent, to directors, to individual leaders. By cascading goals through the LEM, a clear message is sent that this is NOT the “program of the month” or “buzzword of the year.” Based on the organizational goals, each leader sets their goals and then weights them for each item under each pillar. Goals of greater importance will receive a larger weight. Leaders do not necessarily need to have a goal under each pillar. The key is for the total weights to add up to 100% on each leader’s evaluation. That way, the leader and his or her supervisor have a clear understanding of what is to be done, but have prioritized which goals have the most impact and significance.

Expectations:

Each leader will complete a LEM (Tentative Completion Date – September 30)

- www.sgasp.com/lemjanesvilleschoolboard.
- Your log-in is your first initial of your first name and your last name
- The password is LEM
- Pull down the names and select your name
- Pull down the year and select the end of the year date
- Enter goals under each of the Pillars you have selected
- Target rates will need to be developed – follow each step in the process
- Weights will be entered for each goal

Each quarter a 90-Day Plan is created (go back to initial page and click on 90-Day Plan)

- List goals under each pillar (you do not need to enter action plan goals and activities for the major WKCE and overall survey scores)
- List action steps
- Click on the level (your supervisor will rate)

- 1 = Full steam ahead
 - 2 = Full Speed Ahead but let me know before you launch
 - 3 = Do not move without permission
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- At the end of each quarter put in your results
 - Each month data is entered in the Monthly Data Report. This data is then automatically entered into your LEM. Not every piece of data will be able to be measured monthly.
 - At the end of each quarter add data to the Dashboard in the Scouting Report.
 - Your supervisor will review your 90 day plan and monthly data report with you when completing supervisory visits.
 - The LEM will account for 100% of your evaluation