

## **Principal Supervisor 360**

### *Understanding and improving the quality of principal supervisors' work*

Research on the role of central office and experience suggest that principal supervisors can be important supports to principals in improving their performance as instructional leaders. But what do principal supervisors do when they work in effective ways? How can district leaders understand the quality of their principal supervisors' work and what it takes to support it?

To help district leaders take action on these questions, the [District Leadership Design Lab](#) at the University of Washington developed [Principal Supervisor 360](#), a system that enables leaders to: define their principal supervisors' work according to standards that reflect the latest research on principal supervisor effectiveness; array multiple sources of evidence about the quality of the principal supervisors' work; and use that information to support principal supervisors' growth. The system was developed with support from The Wallace Foundation.

The Principal Supervisor 360 contains four main tools: Performance standards, which are available as a free download, and three related instruments, provided to districts at a fee by arrangement with the University of Washington.

- [Principal Supervisor Performance Standards](#) (PSPS): This tool, available as a free download, defines six research-based performance standards for principal supervisors and describes them in detail along four levels of expertise. The tool also includes suggested indicators for measuring principal supervisor effectiveness along the standards.
- [Annual Survey of Principals](#) (ASP): This validated survey aligns with the PSPS to capture information from school principals about their own growth and the quality of their principal supervisor's work with them.
- [Annual Survey of Principal Supervisors](#): This survey asks principal supervisors to report on their principals' growth, the quality of their work, and the supports they receive for their success. When used in conjunction with the ASP, this survey provides important information to district leaders about the extent to which their principals and principal supervisors are on the same page about key aspects of their work and the extent to which principal supervisors are receiving the supports they need to be successful.
- [Whisper Performance Observation Platform](#): Detailed observations of practice are a powerful tool to help principal supervisors improve the quality of their work. The Whisper platform — now under development — will allow different users (e.g., chief academic officers, other principal supervisors) to record, store, and analyze observation data in the kinds of nimble formats they need to make such information useful and useable, especially over time. Teams of principal supervisors may use the platform to provide feedback to each other, calibrate their work, and otherwise learn from each other. This platform can also be used by principal supervisors to support how they observe their principals.