

*Tips for complementing your evaluative responsibilities with a supervisory relationship.*

1. *Provide opportunities for non-evaluative observations and conversations.*
2. *Be specific with feedback citing measurable actions for change.*
3. *Consider the model for effective professional development including:  
Theory, Demonstration, Practice and Feedback, Coaching and Follow-Up.*
4. *Be visible in your school.*
5. *Interact with your staff. Listen and get to know what motivates them.*
6. *Ask for the input of staff and build their capacity to lead at various levels.*
7. *Model trustworthiness.*
8. *Use student data and research backed strategies to provide feedback.*
9. *Intentionally appear trustworthy.*
10. *Ask questions that promote teacher growth such as:*  
*Can you tell me more?    Can you think of another way to...?    What if...?*  
*How do you decide...?    Tell me what you mean when you?    How about...?*

*Compiled from Lisa Garrigas and Gloria Martin's work for group presentation EDS6130.*

*Derived from: Rutherford, P. (2005). 21st century mentor's handbook: Creating a culture for learning. Alexandria, VA: Just ask Pub. And  
<http://www.washingtonstem.org/STEM/media/Media/Resources/Professional-Development-An-Effective-Research-Based-Model-COOPER.pdf>*