

TABLE OF CONTENTS

Preface - Introduction	1
Section 1 – Literature Review	4
Section 2 – Study & Methodology.....	25
Section 3 – Job Description Development.....	30
Section 4 – District Culture-Climate Research	33
Section 5 – Conclusions	52
Section 6 – The Appraisal System.....	55
Component 1 – Excerpts from the Florida Superintendent’s Mentoring Program	
Component 2 – Employee Coaching	
Component 3 – Performance Appraisal Forms	
Observation and Data Collection/Analysis Form–Instructional Employee	
Observation and Data Collection/Analysis Summary – Instructional Employee	
Correlation of Standards - Instructional Employee	
Professional Development Program	
Professional Development Assistance Form	