



Overview of Vanderbilt Assessment of Leadership in Education (VAL-ED)

An Introduction to the purpose of the VAL-ED survey and approach to measuring leadership behavior.

VAL-ED is a:

- Valid/reliable part of a comprehensive assessment of effectiveness of leader's behaviors
- Detailed "picture" of perceived performance
- Product that, when used appropriately, yields valuable norm-referenced and criterion-reference scores of learning-centered leadership
- Tool to annually or more frequently measure performance growth
- Tool to guide professional development, and facilitate a data-based performance evaluation

VAL-ED:

- Consists of 72 items with 6 Core Component and 6 Key Process subscales
- Offers two parallel forms (A and C) for growth over time
- Uses 360 degree assessment of leadership behaviors: principal, supervisor & teachers –all based on sources of evidence by all respondents
- Documents principal may not have performed the leadership behavior directly, but has ensured that the behavior was done by others
- Uses the current school year as reference

Why use a 360° survey approach?

- 360° assessments provide the best feedback to principals because they incorporate input of all members of the school's professional community
- All respondents respond to the same items about principal leadership behaviors
- Principal compares own ratings on each Core Component/Key Process against the ratings given by teachers and supervisors
- Principal gets informative feedback about the leadership behaviors: excelling in some; work needed in others



VAL-ED is available through Discovery Education Assessment
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