

**Figure 4.1. Scale for Domain 4, Element 1**

<b>Scale Value</b>	<b>Description</b>
<b>Innovating (4)</b>	The school leader intervenes and supports teachers who do not actively participate in opportunities to interact regarding effective instructional practices.
<b>Applying (3)</b>	The school leader ensures that teachers have regular opportunities to interact regarding effective instructional practices and observe specific examples of effective teaching virtually or in person AND monitors the extent to which teachers who actively participate in these opportunities improve their pedagogy.
<b>Developing (2)</b>	The school leader ensures that teachers have regular opportunities to interact regarding effective instructional practices and observe specific examples of effective teaching virtually or in person.
<b>Beginning (1)</b>	The school leader attempts to ensure that teachers have regular opportunities to interact regarding effective instructional practices and observe specific examples of effective teaching virtually or in person but does not complete the task or does so partially.
<b>Not Using (0)</b>	The school leader does not attempt to ensure that teachers have regular opportunities to interact regarding effective instructional practices and observe specific examples of effective teaching virtually or in person.