



## SUCCEED with TRUE-SPEAK® is a Framework for Principled Communication, Analysis and Feedback In Supervision, Evaluation and Leadership

- **In Supervision, Succeed with TRUE-SPEAK® provides a constructive and systematic protocol to address the substance of any interaction along with all necessary procedural steps for staff/management collaboration.** Positive relationships and healthy, productive cultures are an outgrowth of its TRUE principles of Trust, Respect, Understanding, and Evolve. People learn to think, listen, speak and write in a clear and principled manner - and to take action that cultivates accountability for sustained results.
- **In Evaluation, SUCCEED with TRUE-SPEAK® provides a uniform, practical communication process for continuous improvement that includes clear direction, objective analysis for professional relationship building.** SUCCEED with TRUE-SPEAK® is used across the spectrum of performance, from highly effective to poor performance. It provides an essential compliment to any adopted evaluation system.
- **In Leadership, SUCCEED with TRUE-SPEAK® uses common language and structure for effective problem solving by examining critical facts and impacts leading to legally defensible actions.** Accountability becomes the watchword throughout the organization in all of its operations, instructional and business, through the consistent framework of SUCCEED with TRUE-SPEAK®. Leaders discern more precisely where to prioritize and focus their feedback in order to yield optimal results on student learning.

**The uniqueness of SUCCEED with TRUE-SPEAK® is found in its multidimensionality. Not only is it principled, logical and consistent, it is also legally fit.** SUCCEED with TRUE-SPEAK® protects management and staff/management rights in every interaction: whether dealing with organizational structure, classroom curriculum, or administrator and employee performance issues. SUCCEED with TRUE-SPEAK® companions with all adopted improvement strategies that may be implemented by the various LEA's.