Questions and Answers about MAPA and the ILP

MAPA Questions

What is the purpose of MAPA? MAPA reflects the changing role of administrators as instructional leaders who focus on student achievement. It is intended to be an instrument that clearly defines expectations, develops proficiency in instructional leadership, can be used to identify and foster professional development, and promotes reflection and self-assessment.

Is this year’s MAPA a final document? The MAPA is a working document. As administrators and supervisors use the appraisal instrument this year and provide feedback, refinements in the document will result.

Why are principals and assistant principals rated using the same instrument? Principals and assistant principals are instructional leaders and the MAPA encompasses the roles and responsibilities of both positions.

Page 24 of the MAPA states that the receipt of a progressing rating for two consecutive rating periods will result in a performance based action. What is a performance based action? A performance based action may be a management directed ILP, mentoring, a letter of counseling, a performance improvement plan (PIP), reassignment, or other actions that encourage improvement in performance.

I have been rated as exceptional on my past appraisals, but the MAPA makes an exemplary rating difficult to achieve. Why? The MAPA is a paradigm shift away from the notion of “once exemplary, always exemplary.” Each year’s performance will be rated on its own merit and not based on past performance. It is expected that an administrator may not be exemplary in every objective, and that ratings will fluctuate from year to year. Thus, the MAPA provides room for growth in future rating periods.

Much of my day is spent dealing with student discipline issues. Why doesn’t MAPA address this? The MAPA addresses student discipline issues under Goal 4, Objectives 4.1, 4.2, 4.3, and 4.4. Communication with all stakeholders is a vital part of conflict resolution and improving student behavior.
How do I support or defend my performance rating on each objective? Evidence to support your rating is strongly encouraged. Ideas for evidence may be found on the DoDEA website on the HR/Employees page and will also be sent via the weekly packets. Discussions with your supervisor will determine the amount and manner of sharing the documentation needed to substantiate performance.

What is the timeline for MAPA? A comprehensive timeline for the MAPA may be found on the DoDEA website on the HR/Employees page and will also be sent via the weekly packets.

How will performance awards be handled? Guidance for performance awards is published annually and will be determined by area offices.

ILP Questions

How long should my ILP be? Two pages are sufficient to describe your Individual Leadership Plan.

Wouldn’t a longer ILP show more rigor? No, not necessarily. Focus on the depth and relevance of your ILP, rather than on length.

How many ILP’s do I have to write? Only one ILP is to be written. Remember, the ILP is only one of the objectives within the MAPA (3.6).

Should my ILP be management directed? Discussion of your ILP should be a collaborative activity and input from your supervisor is certainly valued. The actual ILP is personally designed and written by you, however.

Is it ever appropriate for an ILP to be directed by my supervisor? Yes. If you receive a rating of progressing on any goal, the result will be a management directed ILP during the following rating period.

How do I determine the focus for my ILP? Based on an analysis of various data for your school, identify a need and focus your ILP on a specific data-driven plan for improvement that is related to MAPA and the Community Strategic Plan.
Does the ILP have to include Using Data to Differentiate Instruction (UDDI)? No, it is not required. UDDI, however, may be one strategy for achieving the objective of your ILP.

May two or more administrators have an identical ILP? No. The intent of the ILP is to be an individual growth plan.