

9 BOX MODEL

Enter Your Sub Headline Here

POTENTIAL

Lots

- Underperformer but loads of potential
- Definitely in wrong role
- Crucial conversation
- Move out of role or you will lose this person

- Meets all targets
- Demonstrates lots of potential - likely candidate for promotion
- Develop & coach

- Top talent
- Strong candidate for promotion
- Include in strategic initiatives
- Provide special development

Average

- Underperformer
- Likely to be in wrong role
- Crucial conversation
- Move out of role or manage out of business!

- Meets all targets
- some potential for growth
- provide training & development opportunities

- Exceeds targets
- Needs greater challenge
- Provide development
- Give "stretch" targets

Little / None

- Underperformer
- On an action contract
- Exit if no improvement within 3 months

- Typical "Joe Average"
- Little ambition
- Meet basic requirement
- Same job same role forever!

- Over-performer but not ambitious
- At end of their "stretch"
- Loves their job
- Future holds same type of role, same type of team

Low (unacceptable)

Med (acceptable)

High (Exceeds objectives)

PERFORMANCE

Nine Box Grid Template

Larry Ferlazzo, Katie Hull Sypnieski



Nine Box Grid Template:

The ELL Teacher's Toolbox Larry Ferlazzo, Katie Hull Sypnieski, 2018-04-24 Practical strategies to support your English language learners The ELL Teacher's Toolbox is a practical valuable resource to be used by teachers of English Language Learners in teacher education credential programs and by staff development professionals and coaches It provides hundreds of innovative and research based instructional strategies you can use to support all levels of English Language Learners Written by proven authors in the field the book is divided into two main sections Reading Writing and Speaking Listening Each of those sections includes Top Ten favorites and between 40 and 70 strategies that can be used as part of multiple lessons and across content areas Contains 60% new strategies Features ready to use lesson plans Includes reproducible handouts Offers technology integration ideas The percentage of public school students in the U S who are English language learners grows each year and with this book you'll get a ton of fresh innovative strategies to add to your teaching arsenal

The ELL Teacher's Toolbox 2.0 Larry Ferlazzo, Katie Hull Sypnieski, 2025-03-05 Set your English language learners up for success with this effective resource The ELL Teacher's Toolbox 2.0 is a valuable updated resource that teachers of English Language Learners ELLs can use to improve student outcomes With hundreds of innovative strategies and activities to bring to your classroom this book can be used with learners of all levels and in any instructional setting This revised edition provides the latest enhancements to the instructional tools along with 16 new chapters that you can add to your teaching repertoire New content includes coverage of artificial intelligence online learning environments and differentiated instruction Graphics and visuals make it easy to understand and adapt the content to your unique teaching situation Written by proven authors in the field the book is divided into two main sections Reading Writing and Speaking Listening Each of those sections includes Top Ten favorites and between 40 and 70 strategies that can be used as part of multiple lessons and across content areas Contains 60% new strategies Features ready to use lesson plans Includes reproducible handouts Offers technology integration ideas For the growing number of ELLs in public schools effective ELL instruction can mean the difference between long term academic success and continued struggling In this book you'll find countless practical ideas to add to your teaching arsenal or for training and coaching ELL teachers so you can support your students on their journey

Education & Globalization Tereso S. Tullao (Jr.), 2003 **Pagemaker 3.0** Leslie Joyce Moore, 1990 LabVIEW GUI David J. Ritter, 2002 This guide describes how to implement modern GUI Graphic User Interface methodologies within the LabVIEW application The book provides interface design strategies and basic graphic design principles and includes over 100 step by step LabVIEW GUI Code examples *Reconnecting* Anton C. Harfmann, 1994 **Story Quilts** Mary Mashuta, 1992 Whether the family cat is caught in a tree or you're celebrating a special birthday life happens minute by minute This is the theme which Mary Mashuta weaves through her book as she shows us how to capture events from our lives in quilts She describes how to select topics collect ideas and fabrics and use traditional blocks to begin a narrative quilt

design She presents 32 examples of stories from her students and her own life as well as a chapter on design drafting creating images using grids showing blocks in perspective incorporating photographs and using theme fabric The book finishes with how tos for some of the special techniques Personal Computing ,1989 UIST 2006 ,2006 Intelligent Robots and Computer Vision David Paul Casasent,Ernest L. Hall,1988 *Proceedings of the IRE.* ,1948 **Intelligent Robots and Computer Vision** ,1987 Macworld ,1997 Instrumentation and Techniques for Radio Astronomy Paul F. Goldsmith,1988 MacUser ,1991 Proceedings of the ACM Symposium on User Interface Software and Technology ,2006 **Cognitive Psychology in and Out of the Laboratory** Kathleen M. Galotti,2004 Kathleen Galotti s text led the way in emphasizing the applied side of cognitive psychology The title of the book emphasizes its in and out of the laboratory focus which includes cross cultural individual and gender differences as well as cognitive development through adolescence This coverage is very unique to Galotti s text which shows readers both the importance and the personal relevance of understanding brain function COGNITIVE PSYCHOLOGY IN AND OUT OF THE LABORATORY is perfect for instructors who like to supplement their primary text with readings from additional sources Additional study aids review questions InfoTrac College Edition search terms and activities and references to the CogLab Web site encourage students to get involved with the content and help them understand even the most abstract concepts through hands on practice and reinforcement

The Engineer ,1871 **Uplink** ,1996 The forum for computer assisted reporting *Progressive Architecture* Eugene Clute,Russell Fenimore Whitehead,Kenneth Reid,Elizabeth L. Cleaver,1977-07

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