



McGrath SUCCEED is a Framework for
Principled Communication, Analysis and Feedback
In Supervision, Evaluation and Leadership

- **In Supervision, SUCCEED provides a constructive and systematic protocol to address the substance of any interaction along with all necessary procedural steps for union/management collaboration.** Positive relationships and healthy, productive cultures are an outgrowth of its TRUE principles of Trust, Respect, Understand 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 provides a uniform, practical communication process for continuous improvement that includes clear direction, objective analysis and professional relationship building.** SUCCEED is used across the spectrum of performance, from highly effective to poor performance. It provides an essential complement to any adopted evaluation system.
- **In Leadership, SUCCEED uses a 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. Leaders discern more precisely where to prioritize and focus their feedback in order to yield optimal results on student learning.

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