

My Theory of Action about Transformational Supervision

1. Builds on Constructivist-Developmental Theory

2. Nurtures Nested Patterns for Transformation

**3. Embeds “Coaching for Transformation” as a
Primary Tool**

**4. Engages in Difficult Conversations to Support
Individual and School Improvement**

**5. Supports Deep Learning and View of Teacher as
Activator**

**6. Uses Evaluation to Provide Valid and Reliable
Information about Performance**