

Hacienda La Puente Unified School District

PROFESSIONAL STANDARDS FOR DISTRICT AND SCHOOL LEADERS

All standards are to be addressed through the ongoing use of technology and the demonstration of equitable cultural competence related to diversity.

Standard 1

An administrator is an educational leader who promotes the success of all students and programs by facilitating and/or supporting the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school/District community.

- Facilitate and/or support the development of a shared vision for the achievement of all students based upon data from multiple measures of student learning and relevant qualitative indicators.
- Communicate and implement, or assist in the communication and implementation of, the shared vision so that the entire school community understands and acts on the mission of the District and its schools as a standards-based education system.
- Facilitate the leveraging and marshaling of available resources to implement and attain the vision for all students and all subgroups of students.
- Identify and address barriers to accomplishing the vision.
- Shape and/or support programs, plans, and activities that insure integration, articulation, and consistency with the vision.

Standard 4

An administrator is an educational leader who promotes the success of all students and programs by communicating and/or collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

- Incorporate information about family and community expectations into District and/or site decision-making activities.
- Recognize and respect the goals and aspirations of diverse family and community groups.
- Treat diverse community stakeholder groups with fairness and with respect.
- Support the equitable success of all students and all subgroups of students through the mobilization and leveraging of community and District support services.
- Strengthen District, department and/or site programs through the establishment of community, business, institutional, and civic partnerships.
- Communicate information about the District, schools and programs on a regular and predictable basis through a variety of media.

Standard 2

An administrator is an educational leader who promotes the success of all students and programs by advocating, nurturing, sustaining and/or supporting a culture, instructional programs and organizational environment conducive to student learning and staff professional growth.

- Create and implement an accountability system that supports teaching and learning based on content standards.
- Student achievement results for assigned schools or areas of responsibility show continual improvement and meet annual measurable objectives as required under NCLB.
- Provide the data and support necessary to utilize multiple assessment measures to evaluate student learning and operations to drive an on-going process of inquiry focused on improving the learning of all students and subgroups of students.
- Shape and/or support a culture where high expectations for all students and for all subgroups of students are the core purpose.
- Develop and implement professional development strategies for all staff consistent with meeting both District and site specific student learning goals.
- Promote equity, fairness, and respect among all members of the school and District community.
- Provide opportunities for all members of the school community to develop and use skills in collaboration, leadership and shared responsibility.
- Facilitate the use of appropriate learning materials and learning strategies.
- Contribute to maximizing the student success through the allocation of appropriate resources, technology and support personnel.
- Develop and implement plans which result in the achievement of the goals of the Board of Education and the District.

Standard 5

An administrator is an educational leader who promotes the District's goals and the success of all students and programs by modeling a personal code of ethics and developing professional leadership capacity.

- Keeps abreast of current trends in education and strives to continually improve professional knowledge base.
- Demonstrate skills in decision-making, problem-solving, change management, planning, conflict management and evaluation.
- Protect the rights and confidentiality of others and model personal and professional ethics, integrity, justice and fairness.
- Make and communicate decisions based upon relevant data and research about effective teaching and learning, leadership and management practices, and equity.
- Reflect on personal leadership practices and recognize their impact and influence on the performance of others.
- Encourage and inspire others to higher levels of performance, commitment, and motivation.
- Sustain personal motivation, commitment, energy, and health by balancing professional and personal responsibilities.
- Engage in professional and personal development.
- Demonstrate knowledge, job specific expertise and skills.
- Use the influence of the office to enhance the District's educational programs and/or operational functions, rather than for personal gain.
- Demonstrates collaborative demeanor and displays respect and professionalism at all times.

Standard 3

An administrator is an educational leader who promotes the success of all students and programs by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning and/or organizational environment.

- Monitor and evaluate programs and/or services and staff.
- Establish guidelines, structures, patterns and processes that support the goals of the Board of Education and the District.
- Manage legal and contractual agreements and records in ways that foster a professional work environment and secure privacy for all students and/or staff.
- Align fiscal, human, and material resources to support the goals of the Board of Education.
- Utilize the principles of systems management, organizational development, problem-solving, and decision-making techniques fairly, effectively and in a timely manner.
- Sustain a safe, efficient, clean, well-maintained and productive school/organizational environment that nurtures student learning and/or supports the professional growth of staff.
- Utilize effective and nurturing practices in establishing behavior management systems.

Standard 6

An administrator is an educational leader who promotes the success of all students and programs by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

- View oneself as a leader of a team and also as a member of a larger team.
- Ensure that the District, department, or school operates consistently within the parameters of federal, state, and local laws, policies, and regulations.
- Keep abreast of current educational research and business/organizational practices; and monitor state and national trends in education.
- Generate support for the District, department or school by two-way communications with key decision-makers in the school community.
- Work with the Governing Board, District, schools and local leaders to influence policies that benefit students and support the improvement of teaching and learning.
- Influence and support public policies that ensure the equitable distribution of resources and support for sites, programs and all subgroups of students.
- Collect and report accurate records of school, program and/or District-level performance.
- Open the District, department, or school to the public and welcome constructive conversations about strategies for continual improvement.

Adapted from California Standards for School Leaders

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