

Exhibit 4319.21-E(1): Professional Standards

Status: ADOPTED

Original Adopted Date: 10/28/2019

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CALIFORNIA PROFESSIONAL STANDARDS FOR EDUCATIONAL LEADERS

Standard 1. Development and Implementation of a Shared Vision: Education leaders facilitate the development and implementation of a shared vision of learning and growth of all students.

1A. Student-Centered Vision: Leaders shape a collective vision that uses multiple measures of data and focuses on equitable access, opportunities, and outcomes for all students.

1B. Developing Shared Vision: Leaders engage others in a collaborative process to develop a vision of teaching and learning that is shared and supported by all stakeholders.

1C. Vision Planning and Implementation: Leaders guide and monitor decisions, actions, and outcomes using the shared vision and goals.

Standard 2. Instructional Leadership: Education leaders shape a collaborative culture of teaching and learning informed by professional standards and focused on student and professional growth.

2A. Professional Learning Culture: Leaders promote a culture in which staff engages in individual and collective professional learning that results in their continuous improvement and high performance.

2B. Curriculum and Instruction: Leaders guide and support the implementation of standards-based curriculum, instruction, and assessments that address student expectations and outcomes.

2C. Assessment and Accountability: Leaders develop and use assessment and accountability systems to monitor, improve, and extend educator practice, program outcomes, and student learning.

Standard 3. Management and Learning Environment: Education leaders manage the organization to cultivate a safe and productive learning and working environment.

3A. Operations and Facilities: Leaders provide and oversee a functional, safe, and clean learning environment.

3B. Plans and Procedures: Leaders establish structures and employ policies and processes that support students to graduate ready for college and career.

3C. Climate: Leaders facilitate safe, fair, and respectful environments that meet the intellectual, linguistic, cultural, social-emotional, and physical needs of each learner.

3D. Fiscal and Human Resources: Leaders align fiscal and human resources and manage policies and contractual agreements that build a productive learning environment.

Standard 4. Family and Community Engagement: Education leaders collaborate with families and other stakeholders to address diverse student and community interests and mobilize community resources.

4A. Parent and Family Engagement: Leaders meaningfully involve all parents/guardians and families, including underrepresented communities, in student learning and support programs.

4B. Community Partnerships: Leaders establish community partnerships that promote and support students to meet performance and content expectations and graduate ready for college and career.

4C. Community Resources and Services: Leaders leverage and integrate community resources and services to meet the varied needs of all students.

Standard 5. Ethics and Integrity: Education leaders make decisions, model, and behave in ways that demonstrate professionalism, ethics, integrity, justice, and equity and hold staff to the same standard.

5A. Reflective Practice: Leaders act upon a personal code of ethics that requires continuous reflection and learning.

5B. Ethical Decision-Making: Leaders guide and support personal and collective actions that use relevant evidence and available research to make fair and ethical decisions.

5C. Ethical Action: Leaders recognize and use their professional influence with staff and the community to develop a climate of trust, mutual respect, and honest communication necessary to consistently make fair and equitable decisions on behalf of all students.

Standard 6. External Context and Policy: Education leaders influence political, social, economic, legal, and cultural contexts affecting education to improve education policies and practices.

6A. Understanding and Communicating Policy: Leaders actively structure and participate in opportunities that develop greater public understanding of the education policy environment.

6B. Professional Influence: Leaders use their understanding of social, cultural, economic, legal, and political contexts to shape policies that lead all students to graduate ready for college and career.

6C. Policy Engagement: Leaders engage with policymakers and stakeholders to collaborate on education policies focused on improving education for all students.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

	Description
5 CCR 80303	Reports of change in employment status, alleged misconduct
5 CCR 80331-80338	Rules of conduct for professional educators
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex
Ed. Code 44050	Employee code of conduct; interaction with students
Ed. Code 44242.5	Reports and review of alleged misconduct
Ed. Code 48980	Parental notifications
Pen. Code 11164-11174.4	Child Abuse and Neglect Reporting Act

Management Resources References

	Description
Commission on Teacher Credentialing Publication	California Professional Standards for Educational Leaders, February 2014
Commission on Teacher Credentialing Publication	California Standards for the Teaching Profession, 2009
Council of Chief State School Officers Publication	Professional Standards for Educational Leaders, 2015
National Education Association Publication	Code of Ethics of the Education Profession, 1975
Website	California Federation of Teachers
Website	California School Employees Association
Website	California Teachers Association
Website	Council of Chief State School Officers
Website	WestEd
Website	Commission on Teacher Credentialing
Website	Association of California School Administrators
Website	CSBA
Website	California Department of Education
WestEd Publication	Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2003

Cross References

	Description
0200	Goals For The School District
0410	Nondiscrimination In District Programs And Activities
0450	Comprehensive Safety Plan
0450-R(1)	Comprehensive Safety Plan
1113	District And School Web Sites
1113-R(1)	District And School Web Sites
1114	District-Sponsored Social Media

1114-R(1)	District-Sponsored Social Media
1312.1	Complaints Concerning District Employees
1312.1-R(1)	Complaints Concerning District Employees
2111	Superintendent Governance Standards
3513.3	Tobacco-Free Schools
3513.3-R(1)	Tobacco-Free Schools
3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.2-R(1)	Disruptions
3515.7	Firearms On School Grounds
3580	District Records
3580-R(1)	District Records
4020	Drug And Alcohol-Free Workplace
4040	Employee Use Of Technology
4040-E(1)	Employee Use Of Technology
4112.2	Certification
4112.2-R(1)	Certification
4113.5	Working Remotely
4115	Evaluation/Supervision
4115-R(1)	Evaluation/Supervision
4117.7-R(1)	Employment Status Reports
4118	Dismissal/Suspension/Disciplinary Action
4118-R(1)	Dismissal/Suspension/Disciplinary Action
4119.1	Civil And Legal Rights
4119.11	Sexual Harassment
4119.11-R(1)	Sexual Harassment
4119.22	Dress And Grooming
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.25	Political Activities Of Employees
4119.25-R(1)	Political Activities Of Employees
4131	Staff Development
4132	Publication Or Creation Of Materials
4136	Nonschool Employment
4158	Employee Security
4158-R(1)	Employee Security
4215	Evaluation/Supervision
4218-R(1)	Dismissal/Suspension/Disciplinary Action

4219.1	Civil And Legal Rights
4219.11	Sexual Harassment
4219.11-R(1)	Sexual Harassment
4219.22	Dress And Grooming
4219.23	Unauthorized Release Of Confidential/Privileged Information
4219.25	Political Activities Of Employees
4219.25-R(1)	Political Activities Of Employees
4231	Staff Development
4232	Publication or Creation of Materials
4236	Nonschool Employment
4258	Employee Security
4258-R(1)	Employee Security
4315	Evaluation/Supervision
4317.7-R(1)	Employment Status Reports
4319.1	Civil And Legal Rights
4319.11	Sexual Harassment
4319.11-R(1)	Sexual Harassment
4319.22	Dress And Grooming
4319.23	Unauthorized Release Of Confidential/Privileged Information
4319.25	Political Activities Of Employees
4319.25-R(1)	Political Activities Of Employees
4331	Staff Development
4332	Publication or Creation of Materials
4336	Nonschool Employment
4358	Employee Security
4358-R(1)	Employee Security
5125	Student Records
5125-R(1)	Student Records
5125.1	Release Of Directory Information
5125.1-R(1)	Release Of Directory Information
5125.1-E(1)	Release Of Directory Information
5131	Conduct
5131.2	Bullying
5131.2-R(1)	Bullying
5137	Positive School Climate
5141.4	Child Abuse Prevention And Reporting
5141.4-R(1)	Child Abuse Prevention And Reporting

5145.3	Nondiscrimination/Harassment
5145.3-R(1)	Nondiscrimination/Harassment
5145.6	Parental Notifications
5145.6-E(1)	Parental Notifications
5145.7	Sexual Harassment
5145.7-R(1)	Sexual Harassment
6162.54	Test Integrity/Test Preparation
6162.6	Use Of Copyrighted Materials
6162.6-R(1)	Use Of Copyrighted Materials