

Fresno Unified School District

Leadership Standards

Revised 8/30/12

STANDARD 1

Skillful Supervision and Evaluation

Goal: The leader aligns all actions with the mission and vision while building the capacity of individuals and teams

1. Provides clear expectations and goals for staff supervision and development
2. Assesses and builds capacity of individuals and teams to establish and achieve goals
3. Ensures that every adult treats each individual with fairness and respect while maintaining a culture of high expectations for ALL students and adults
4. Models professional ethics

STANDARD 2

Using Evidence to Improve Instruction

Goal: The leader creates a student-centered culture of high expectations and accountability.

1. Plans, sets and meets goals for student achievement and/or department
2. Effectively analyzes and uses data
3. Provides and participates in professional learning consistent with goals
4. Supports Accountable Communities that focus on effective practice, use of data, and common planning
5. Effectively monitors, evaluates and adapts programs to support learning

STANDARD 3

Decision Making/Managing Change

Goal: The leader enlists collective voice to make decisions that result in impactful change for ALL students and staff

1. Demonstrates quality judgments during all decision making processes
2. Utilizes effective structures, systems and processes to establish a rigorous culture and positive climate
3. Recognizes and responds to the need for change based on current performance data and research trends
4. Demonstrates responsibility for high quality personnel decisions that ensure the recruitment, selection, placement and retention of a diverse and talented workforce

STANDARD 4

Appropriately Allocating Resources

Goal: The leader uses resources effectively and efficiently in alignment with the district mission and vision

1. Strategically analyzes and aligns resources of time, money, and people to innovatively support the district mission, vision and site/department goals and priorities
2. Utilizes resources to guarantee equity and access for ALL students
3. Builds and contributes to a school/department that supports learning and growth for staff toward achievement of district/school goals

STANDARD 5

Effective Communication

Goal: The leader effectively communicates with all stakeholders including colleagues, staff, students, families, community and supervisors

1. Utilizes effective and appropriate communication processes
2. Produces varied, high quality forms of communication to address all stakeholders
3. Uses effective listening, writing, speaking and non-verbal communication skills
4. Partners with the school and local community to promote student learning

STANDARD 6

Service to Sites

Goal: The district leader meets or exceeds the needs and expectations of all stakeholders, specifically colleagues, staff, students, families, community and supervisors

1. Provides consistent high quality service
2. Supports and builds capacity in all customers
3. Generates interdependent, integrated, interdepartmental response to site needs (white space work)