

## SELECTION STANDARDS

### Standard 1: Personal Leadership

CONCEPT	COMPETENCY
Reflective Practice and Continuous Improvement	<ul style="list-style-type: none"> <li>Demonstrate urgency, relentless drive, confidence, and belief in students despite adversity</li> <li>Continuously reflect on performance, seek feedback, and pursue opportunities to improve personal leadership</li> </ul>
Communication and Interpersonal Relationships	<ul style="list-style-type: none"> <li>Model appropriate communication strategies</li> <li>Build strong and trusting relationships</li> </ul>
Vision and Mission	<ul style="list-style-type: none"> <li>Create and articulate a compelling vision and mission focused on academic success for all students</li> <li>Inspire teachers to champion a vision and mission for academic success</li> </ul>
Change Management	<ul style="list-style-type: none"> <li>Effectively manage change to support the vision and mission</li> </ul>

### Standard 2: Instructional Leadership

CONCEPT	COMPETENCY
Pedagogy/Instructional Strategies	<ul style="list-style-type: none"> <li>Accurately assess instructional quality and demonstrate excellence in planning for and delivering instruction</li> </ul>
Data Driven Instruction	<ul style="list-style-type: none"> <li>Utilize multiple forms of student-level data to drive sustained gains in student achievement</li> <li>Demonstrate knowledge of and the ability to lead the DDI cycle and adjust instructional practice to meet the needs of all students</li> </ul>
Observation and Supervision of Instruction	<ul style="list-style-type: none"> <li>Observe and provide timely and on-target feedback to staff on the effectiveness of instruction</li> </ul>
Standards-Based Planning—Curriculum, Assessments, and Scope & Sequence	<ul style="list-style-type: none"> <li>Accurately analyze curriculum and assessments for rigor and alignment to College and Career Readiness Standards</li> <li>Lead teacher team in designing and adjusting lesson and unit plans to better align with College and Career Readiness Standards</li> </ul>

### Standard 3: Culture Leadership

CONCEPT	COMPETENCY
Urgency and Efficacy	<ul style="list-style-type: none"> <li>Set high and achievable goals for teachers and students</li> <li>Create and maintain a culture of urgency and commitment to high academic achievement for all students</li> <li>Demonstrate deep understanding of efficacy concepts</li> </ul>

### Standard 4: Adult and Team Leadership

CONCEPT	COMPETENCY
Performance Management	<ul style="list-style-type: none"> <li>Strategically monitor and hold staff accountable for performance expectations</li> </ul>
Leadership Development	<ul style="list-style-type: none"> <li>Cultivate leadership in other adults</li> <li>Demonstrate the skills needed to lead a high-performing instructional team</li> </ul>

### Standard 5: Operational Leadership

CONCEPT	COMPETENCY
Diagnostic and Strategic Planning	<ul style="list-style-type: none"> <li>Diagnose complex issues and identify challenges to inform the strategic planning process</li> <li>Implement data collection systems to track and monitor progress against a strategic plan</li> <li>Facilitate collaborative development of strategic plans in service of goals and objectives</li> </ul>