



# FCPS Leadership Standards



## Standard 3: Managing Organizational Systems and Safety

FCPS education leaders promote the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

### A. Manage, monitor, and evaluate operational systems

- A.1: Manages legal and contractual agreements and records in ways that foster a professional work environment and secure privacy and confidentiality for all students and staff.
- A.2: Provides teachers with fiscal, human, and material resources along with the professional development necessary to support the learning of all subgroups of students.
- A.3: Seeks ways to keep abreast of new research and proven practices.

### B. Obtain, allocate, and align human, fiscal, and technological resources

- B.1: Utilizes effective systems management, fiscal accountability, organizational development, and problem-solving and decision-making techniques.
- B.2: Develops skills in selecting, inducting, supporting, evaluating, and retaining quality instructional and support staff members.
- B.3: Garner support for programs from central and cluster offices, and seeks continued support from community and parent organizations.

### C. Promote and protect the welfare and safety of students and staff

- C.1: Identifies research-based practices and collectively implements school-wide systems that provide a consistent approach to student behavior and discipline.
- C.2: Establishes effective and nurturing practices to ensure student behavior management.
- C.3: Ensures a safe, efficient, clean, well-maintained, and productive school environment that nurtures student learning and supports the professional growth of teachers and support staff.

### D. Develop leadership capacity in the school community and promote productive patterns of leadership distribution

- D.1: Recognizes leadership potential in individuals, provides advice regarding leadership pathways for them, and rewards individual accomplishments.
- D.2: Embraces and practices shared leadership to maximize effectiveness of teaching and learning.
- D.3: Monitors and evaluates programs and staff according to FCPS standards.

### E. Protect teacher and organizational time and focus to support quality instruction

- E.1: Establishes school structures and models visibility to promote student learning.
- E.2: Allows teachers adequate planning time to create lessons that include expected timelines and due dates for student assignments and projects.
- E.3: Models the use of technology to further organizational skills and enhance instructional methods.