



FCPS Leadership Standards



Standard 1: Vision and Goals

FCPS education leaders promote the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the community.

A. Develop and embed a shared vision and mission

- A.1: Communicates a focused mission based on strong ideals and beliefs about schooling, student achievement, and high measurable standards.
- A.2: Makes decisions and leads according to core beliefs that have been communicated to all stakeholders, including students and educators.
- A.3: Recognizes and embraces the change process and utilizes leadership skills to manage it.

B. Use data to identify goals, assess organizational effectiveness, and promote organizational learning

- B.1: Works with school and local assessment staffs and other experts to develop a comprehensive data analysis for the purpose of defining or revising goals.
- B.2: Facilitates the development and implementation of strategic plans to improve student achievement.
- B.3: Uses data about current practices to identify programs and professional learning opportunities that lead to improved school and classroom practices.

C. Create plans to achieve goals

- C.1: Guides and supports school staff in systematic processes to analyze and align curriculum, instruction, assessment, and professional learning opportunities.
- C.2: Maintains focus on shared vision and mission as strategic plans are formulated.

D. Implement plans to achieve goals

- D.1: Implements a process for translating data into a plan for improvement based on identified goals.
- D.2: Facilitates and guides a collaborative process of dialogue and actions that generates a strategic plan for which there is broad consensus among stakeholders.

E. Monitor and evaluate progress and revise plans

- E.1: Utilizes well-defined criteria to support and assess program and staff effectiveness.
- E.2: Ensures that action steps to evaluate and revise plans are completed or are monitored and that adjustments are made as needed.

F. Promote continuous and sustainable improvement

- F.1: Engages in planning that is long-range and takes steps to ensure high academic achievement.
- F.2: Celebrates the achievement of goals and responds to needs identified by data analysis.