Spotlight Schools:
Developing Leadership Capacity to Implement Change

PROFESSIONAL STANDARDS FOR EDUCATIONAL LEADERS 2015

- **Mission, Vision, and Core Values**
  Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high quality education and academic success and well-being of each student.

- **Ethics and Professional Norms**
  Effective educational leaders act ethically and according to professional norms to promote each student’s academic success and well-being.

- **Equity and Cultural Responsiveness**
  Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student’s academic success and well-being.

- **Curriculum, Instruction, and Assessment**
  Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.

- **Community of Care and Support for Students**
  Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

- **Professional Capacity of School Personnel**
  Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.

- **Professional Community for Teachers and Staff**
  Effective educational leaders foster a professional community of teachers and other professional staff to promote each student’s academic success and well-being.

- **Meaningful Engagement of Families and Community**
  Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.

- **Operations and Management**
  Effective educational leaders manage school operations and resources to promote each student’s academic success and well-being.

- **School Improvement**
  Effective educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being.

STANDARDS FOR PROFESSIONAL LEARNING

- **Learning Communities**
  Professional learning that increases educator effectiveness and results for all students occurs within learning communities committed to continuous improvement, collective responsibility, and goal alignment.

- **Leadership**
  Professional learning that increases educator effectiveness and results for all students requires skillful leaders who develop capacity, advocate, and create support systems for professional learning.

- **Resources**
  Professional learning that increases educator effectiveness and results for all students requires prioritizing, monitoring, and coordinating resources for educator learning.

- **Data**
  Professional learning that increases educator effectiveness and results for all students uses a variety of sources and types of student, educator, and system data to plan, assess, and evaluate professional learning.

- **Learning Designs**
  Professional learning that increases educator effectiveness and results for all students integrates theories, research, and models of human learning to achieve its intended outcomes.

- **Implementation**
  Professional learning that increases educator effectiveness and results for all students applies research on change and sustains support for implementation of professional learning for long-term change.

- **Outcomes**
  Professional learning that increases educator effectiveness and results for all students aligns its outcomes with educator performance and student curriculum standards.
SPOTLIGHT SERIES TOPICS

APRIL
Analyzing
Current
Conditions of the
School

MAY
Using Systems
thinking to
Impact Change

JUNE
(2 DAYS)
High Functioning
Teams

OCTOBER
Ensuring
Sustainability

SEPTEMBER
Engaging and
Managing
Resistance to
Change

AUGUST
Distributing
Leadership to
Implement a
Change Initiative

COACHING

COACHING

COACHING

COACHING

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