Observation of Practice Rating Focus Elements: 3 unified focus elements *+ up to 2 cooperatively-established elements.*

LAUSD SCHOOL LEADERSHIP FRAMEWORK 2016-2017

STANDARD 1: LEADERSHIP AND PROFESSIONAL GROWTH

Component 1A: Models learning-centered leadership behaviors
1. Demonstrates personal and professional ethics, integrity and judgment
2. Manages time and prioritizes high-leverage activities
3. Builds observation and coaching skills to improve instruction
4. Uses reflection to inform future decisions and actions
5. Participates in, and implements new learning from, professional development
6. Leads in situations of ambiguity or complexity

STANDARD 2: CHANGE MANAGEMENT

Component 2A: Leads and manages change
1. Promotes a shared sense of responsibility for all students
2. Communicates a sense of urgency for sustainable change
3. Builds capacity of staff to adapt to and manage change

Component 2B: Develops or maintains a shared vision around high expectations for student learning
1. Develops, implements, and revises a shared vision of high expectations
2. Communicates shared vision to stakeholders

Component 2C: Creates or maintains a culture of continuous improvement
1. Uses data to determine school-wide priorities and goals
2. Implements plans to accomplish school-wide goals

STANDARD 3: INSTRUCTION

Component 3A: Provides support for teachers to improve instruction
1. Implements coaching and support
2. Ensures high-quality professional development that results in implementation of effective pedagogy
3. Creates collaboration structures that support ongoing development
4. Builds capacity of staff to analyze and utilize student data

Component 3B: Promotes quality teaching, learning and leadership
1. Monitors school-wide curriculum in relation to content standards and opportunity to learn
2. Creates and maintains distributed leadership opportunities

Component 3C: Assesses the performance of all staff
1. Conducts formal and informal observations
2. Provides actionable feedback to staff
3. Manages the evaluation process

STANDARD 4: CULTURE OF LEARNING AND POSITIVE BEHAVIOR

Component 4A: Creates or maintains a culture conducive to educator growth
1. Establishes or maintains a positive school climate, including workplace conditions for staff
2. Manages respectful conflict resolution in the school community

Component 4B: Creates or maintains a culture conducive to student growth
1. Promotes and implements systems to foster positive student behavior
2. Creates or maintains a culturally responsive and equitable environment
3. Motivates students toward goal attainment and future aspirations
4. Engages stakeholders in courageous conversations about bias and its effect on student learning

STANDARD 5: FAMILY AND COMMUNITY ENGAGEMENT

Component 5A: Engages families and community members as partners
1. Engages community and family members and involves them in leadership opportunities
2. Provides opportunities for family and community education

Component 5B: Communicates with families and community members
1. Creates or maintains school-home-community communication structures
2. Collects and analyzes data related to families and the community

STANDARD 6: SYSTEMS AND OPERATIONS

Component 6A: Manages people, time and resources
1. Aligns budget and staffing priorities with needs, goals, vision, and data
2. Implements a clear selection and hiring process
3. Designs and implements a strategic staffing plan
4. Develops schedules and allocates space for learning
5. Seeks, allocates and uses technology and other resources to support learning

Component 6B: Creates or maintains a productive school environment
1. Develops, implements, and reviews a system for school operations and structures
2. Communicates with staff, students, and district leadership

Component 6C: Demonstrates legal and policy compliance
1. Ensures a healthy and safe school environment
2. Ensures that school decisions adhere to relevant district policies and comply with legal requirements