



**Forsyth County Schools
Aspiring Leaders
Standards and Competencies**

Instructional Leadership

The Forsyth County Schools Aspiring Leader fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to school improvement.

- Assists in developing a School Improvement Plan that reflects a systemic and ongoing cycle of continuous improvement which includes data collection, analysis, planning, and evaluation
- Plans and provides relevant professional learning opportunities that are data-driven and related to identified student achievement goals
- Demonstrates that effective instruction is a clear priority as evidenced by:
 - observing instruction in classrooms
 - providing specific feedback to teachers based on clear criteria
 - collaborating with instructional planning groups
 - protecting school wide instructional time
- Analyzes student, teacher, subject, and school data to monitor instructional effectiveness and progress toward goals
- Serves on a GAPSS Analysis and participate in Data Teams training

School Climate

The Forsyth County Schools Aspiring Leader promotes the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.

- Gathers information to assist in analyzing, assessing, and improving the school's existing culture
- Demonstrates honesty and integrity through words and actions that connect values, leadership ethics, and actual practice ("walk the talk")
- Responds to questions and concerns from the community with clear, specific, open, respectful, and timely information
- Develops organizational structures to recognize best practices and celebrate student and staff success

Planning and Assessment

The Forsyth County Schools Aspiring Leader effectively gathers, analyzes, and uses a variety of data to inform planning and decision-making consistent with established guidelines, policies, and procedures.

- ❑ Leads data analysis by:
 - Selecting and prioritizing relevant data
 - Using appropriate interventions to conduct data analysis
 - Making individual, classroom, content and school data understandable and relevant

- ❑ Uses student achievement data to:
 - Plan instructional programs/strategies that enhance student achievement
 - Identify appropriate instruction models for student subgroups to increase student achievement
 - Use available resources to develop a staffing plan that meets student needs

- ❑ Plans for time, personnel, and resources for teachers to collaboratively:
 - Analyze student work
 - Prepare common assessments
 - Refine instructional plans
 - Participate in professional learning

Organizational Management

The Forsyth County Schools Aspiring Leader fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.

- Develops comprehensive school-wide student behavior plan
- Ensures a comprehensive crisis management plan
- Ensures the design of a master schedule to reflect state and district requirements that positively affect the nature and depth of instruction for all students
- Establishes a clean and orderly environment
- Leads school team to create school wide plans to support the school's improvement goals including:
 - Professional Learning Plan
 - Testing Plan
 - Activities Plan
 - Facilities Plan
 - Budget
 - Transition Plan
 - (K – 5)
 - (6 – 8)
 - (9 – Grad)
 - Teacher Evaluation

Professionalism

The Forsyth County Schools Aspiring Leader fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional learning and contributing to the profession.

- Demonstrates knowledge and understanding of the skills required by school leaders as defined by the state and district professional standards
- Models ethical behaviors outlined in the Code of Ethics for the system and in the state in the execution of daily responsibilities
- Makes decisions influenced by ethical values, considers the consequences of actions, and recognized that leadership expectations reflect what is valued in the school

Communication and Community Relations

The Forsyth County Schools Aspiring Leader fosters the success of all students by communicating and collaborating effectively with stakeholders.

- Plans for purposeful two-way communication by regularly meeting with small groups of faculty, staff, students and parents to listen to concerns and suggestions regarding student achievement and organizational effectiveness
- Creates meaningful face-to-face communication with all faculty, staff, students and parents to establish personal and professional rapport