



# Leader Standards

MISSOURI'S EDUCATOR EVALUATION SYSTEM



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## **Introduction**

The Missouri Leader Standards convey the expectations of performance for professional leaders in Missouri. The standards are based on the national Interstate Leaders Licensure Consortium (ISLLC) Standards which emphasize the leader as a competent manager and instructional leader who continuously acquires new knowledge and skills and is constantly seeking to improve their leadership practice to provide for high academic achievement for all students. **Thus these standards recognize that leaders continuously develop knowledge and skills.** Therefore the Missouri Leader Standards employ a developmental sequence to define a professional continuum that illustrates how a leader's knowledge and skills mature and strengthen throughout their career. Professionals in school leadership positions are expected to exercise good professional judgment and to use these standards to inform and improve their own practice.

### **Standard #1 Vision, Mission, and Goals**

**Education leaders have the knowledge and ability to ensure the success of all students by facilitating the development, articulation, implementation, and stewardship of a school or district vision of learning supported by the school community.**

Quality Indicator 1: Establish the Vision, Mission and Goals

Quality Indicator 2: Implement the Vision, Mission and Goals

### **Standard #2 Teaching and Learning**

**Education leaders have the knowledge and ability to ensure the success of all students by promoting a positive school culture, providing an effective instructional program that applies best practice to student learning, and designing comprehensive professional growth plans for staff.**

Quality Indicator 1: Promote Positive School Culture

Quality Indicator 2: Provide an Effective Instructional Program

Quality Indicator 3: Ensure Continuous Professional Learning

### **Standard #3 Management of Organizational Systems**

**Education leaders have the knowledge and ability to ensure the success of all students by managing the organizational structure, personnel, and resources in a way that promotes a safe, efficient, and effective learning environment.**

Quality Indicator 1: Manage the Organizational Structure

Quality Indicator 2: Lead Personnel

Quality Indicator 3: Manage Resources

**Standard #4 Collaboration with Families and Stakeholders**

**Education leaders have the knowledge and ability to ensure the success of all students by collaborating with families and other community members, responding to diverse community interests and needs, and mobilizing community resources.**

Quality Indicator 1: Collaborate with Families and Other Community Members

Quality Indicator 2: Respond to Community Interests and Needs

Quality Indicator 3: Mobilize Community Resources

**Standard #5 Ethics and Integrity**

**Education leaders have the knowledge and ability to ensure the success of all students by acting with integrity and in an ethical manner.**

Quality Indicator 1: Personal and Professional Responsibility

**Standard #6 Professional Development**

**Education leaders have the knowledge and ability to ensure the success of all students by remaining current on best practices in education administration and school-related areas as evidenced in his/her annual professional development plan.**

Quality Indicator 1: Increase knowledge and skills based on best practices

**The Professional Continuum of the Missouri Leader:** The following descriptions apply to all indicators found in the standards:

<p><b>Candidate: #C#)</b> This level describes the performance expected of a potential leader enrolled in an approved education administration program at a college, university, or state-approved alternate pathway. Content knowledge and leadership skills are being developed through a progression of planned and supervised clinical experiences.</p>	<p><b>Emerging Leader: #E#)</b> This level describes the performance expected of a new leader as they assume an administrative position or new assignment. Base knowledge and skills are applied as they assume the leadership position and begin to advance student growth and achievement.</p>	<p><b>Developing Leader: #D#)</b> This level describes the performance expected of a leader early in their assignment as the leadership content, knowledge and skills that he/she possesses continue to develop by encounters with new experiences and expectations in the classroom, school, district, and community and they continue to advance student growth and achievement.</p>	<p><b>Proficient Leader: #P#)</b> This level describes the performance expected of a career, professional leader who continues to advance his/her knowledge and skills while consistently advancing student growth and achievement.</p>	<p><b>Distinguished Leader: #S#)</b> This level describes the career, professional leader whose performance exceeds proficiency and contributes to the professional community while consistently advancing student growth and achievement. The distinguished leader is not only a leader in the school, but also the district and broader professional community.</p>
<p><b>Indicator Terminology</b></p> <ul style="list-style-type: none"> <li>• Has knowledge of</li> <li>• Demonstrate understanding</li> <li>• Recognize</li> </ul>	<p><b>Indicator Terminology</b></p> <ul style="list-style-type: none"> <li>• Apply/Implement</li> <li>• Identify</li> <li>• Learn about</li> <li>• Review</li> <li>• Explore</li> <li>• Support existing</li> <li>• Demonstrate/Exhibit</li> </ul>	<p><b>Indicator Terminology</b></p> <ul style="list-style-type: none"> <li>• Collaboratively identify</li> <li>• Operationalize</li> <li>• Monitor/Analyze</li> <li>• Promote</li> <li>• Build/Create</li> <li>• Implement/Use</li> <li>• Maintain</li> </ul>	<p><b>Indicator Terminology</b></p> <ul style="list-style-type: none"> <li>• Communicate</li> <li>• Monitor/Analyze</li> <li>• Evaluate/Modify</li> <li>• Institute</li> <li>• Identify</li> <li>• Act on</li> <li>• Develop</li> </ul>	<p><b>Indicator Terminology</b></p> <ul style="list-style-type: none"> <li>• Evaluate/Modify</li> <li>• Continuously monitor</li> <li>• Conduct</li> <li>• Have systems</li> <li>• Sustain</li> <li>• Determine/Utilize</li> <li>• Model</li> </ul>
<p><b>Data Points established for each level of the Professional Continuum help define or give meaning to the Indicator Terminology</b></p>				

**Coding of Standards:**

First Number = the # of the standard

Second letter = the developmental category of the teacher (C= Candidate; E=Emerging; D=Developing; P=Proficient; S=Distinguished)

Third Number = the sequential Quality Indicator for the leadership component in that standard

[Example 3D4 = Standard 3; Developing Leader; Quality Indicator 4]