



*Washoe County
School District*

MyPGS



**Washoe County
School District**

**Central Office
Evaluation for
Licensed and
Non-License
Administrators**

**Professional
Growth System**

<p>STANDARD 1 The Strategic Leader</p>	<p>The central services administration is a leader in the organization who promotes success for all students as he/she facilitates and supports the department, articulation, and implementation of the school system's strategic plan.</p>
<p>STANDARD 2 The Learning Leader</p>	<p>The central services administrator is a leader in the organization who promotes success for all students as he/she creates and sustains a culture of professional growth and high expectations to support school system's strategic plan.</p>
<p>STANDARD 3 The Managerial Leader</p>	<p>A central office administrator is a leader in the organization who promotes the success of all students as he/she ensures effective and efficient management of his/her office or program.</p>
<p>STANDARD 4 The Collaborative Leader</p>	<p>The central services administrator is an educational leader who promotes success for all students as he/she collaborates with stakeholder groups including students, staff, and families, community members, business partners, and community agencies.</p>
<p>STANDARD 5 The Professional Leader</p>	<p>The central services administrator is an educational leader who promotes success for all students as he/she models professionalism and growth to create a positive work environment.</p>
<p>STANDARD 6 The Culturally Responsive Leader</p>	<p>The central services administrator is an educational leader who promotes success for all students as he/she understands, responds to, and influences the political, social, economic, legal, and cultural contexts of the school system.</p>

STANDARD 1
The Strategic Leader

The central services administration is a leader in the organization who promotes success for all students as he/she facilitates and supports the department, articulation, and implementation of the school system's strategic plan.

Performance criteria:

1. Provides leadership and facilitates the development of a shared vision for how his/her office, department, division, or program contributes to student success.
2. Ensures that the WCSD's strategic plan and vision are communicated to staff and stakeholders so as to promote understanding and a shared commitment.
3. Provides leadership for the implementation of the school system's strategic plan.
4. Develops the leadership capacity of staff and stakeholders to share the responsibility for implementing the office and departments strategic plan.
5. Aligns programs, practices, and resources to support student success.
6. Facilitates an ongoing collaborative process to monitor, evaluate, and revise programs and practices based upon multiple sources of data.
7. Fosters a shared commitment to high standards with high expectations for quality services.
8. Provides leadership that promotes continuous and sustainable improvements.

STANDARD 2
The Learning Leader

The central services administrator is a leader in the organization who promotes success for all students as he/she creates and sustains a culture of professional growth and high expectations to support school system's strategic plan.

Performance criteria:

1. Promotes the principle that every child can learn and succeed.
2. Promotes high expectations for the delivery of quality products, programs, and services.
3. Designs, supports, and monitors the effective implementation of school system's initiatives.
4. Engages in a continuous improvement process to attend performance excellence.
5. Fosters a professional learning community.
6. Promotes an office climate that cultivates intellectual curiosity, stimulates innovations, and values diversity.

Ensures that the professional growth system for all staff is implemented with quality.

STANDARD 3
The Managerial Leader

A central office administrator is a leader in the organization who promotes the success of all students as he/she ensures effective and efficient management of his/her office or program.

Performance criteria:

1. Demonstrates knowledge and skills necessary for his/her position.
2. Mobilizes people and coordinates their efforts to achieve targeted results.
3. Develops and supervises efficient processes in order to maximize performance.
4. Manages resources to cultivate and support a safe and healthy work environment.
5. Ensures that the allocation of resources is aligned with the strategic plan.
6. Builds the capacity of his/her office or program to respond to the needs of students, staff, and the community.

STANDARD 4
The Collaborative Leader

The central services administrator is an educational leader who promotes success for all students as he/she collaborates with stakeholder groups including students, staff, and families, community members, business partners, and community agencies.

Performance criteria:

1. Utilizes data to identify and engage the broadest, most diverse range of stakeholders necessary for continuous improvement.
2. Forms effective collaborative partnerships to strengthen programs, solicit input and feedback, and support goals.
3. Nurtures and promotes a workplace culture that includes stakeholders from diverse backgrounds and ethnicities.
4. Considers individual and group differences and treats all stakeholders with respect.
5. Demonstrates effective communication and collaboration with all stakeholders.
6. Holds supervised employees accountable for the inclusion, engagement and effective collaboration of stakeholders (where applicable).

STANDARD 5
The Professional Leader

The central services administrator is an educational leader who promotes success for all students as he/she models professionalism and growth to create a positive work environment.

Performance criteria:

1. Establishes trust and demonstrates openness and respect in relationships and decision-making processes.
2. Seeks and uses feedback and reflects on his/her leadership and the impact it has on others.
3. Establishes collaborative processes with diverse groups to develop and accomplish common goals.
4. Demonstrates values, beliefs, attitudes, and ethical behaviors that inspire others.
5. Demonstrates commitment to continuous improvement.
6. Uses data from a variety of sources to conduct a personal assessment of his/her own professional growth and continuous Improvement.

STANDARD 6
The Culturally Responsive Leader

The central services administrator is an educational leader who promotes success for all students as he/she understands, responds to, and influences the political, social, economic, legal, and cultural contexts of the school system.

Performance criteria:

1. Expands personal knowledge and develops abilities to respond to changing conditions that affect the workplace and the school system.
2. Acquires and applies knowledge of policies, regulations, procedures and laws.
3. Participates in the development of policies, programs, and budgets.
4. Advocates for students, staff, families, communities and the school system.
5. Develops and communicates strategies to implement new initiatives.
6. Represents the interests of the office and school system when engaging with local, state, national, and governmental groups/agencies.