**Professional Standards for Educational Leaders (PSEL) Rubric---------KENTUCKY**

**Standard 1: Mission, Vision and Core Values**

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| **An Ineffective School Leader…** | **A Developing School Leader** | **An Accomplished School Leader** | **An Exemplary School Leader** |
| * Develops vision as a mission.
* Utilizes a small group of stakeholders in the process of developing a school vision and mission.
* Communicates the school vision and mission through posters, tags, etc., without fulling identifying the core values of the vision and mission.
* Develops a school vision and mission the first year and fails to use it to drive the school focus.
* Uses diverse groups of stakeholders to independently develop their vision and mission, without reaching consensus for the school.
 | * Understands the concept of a vision and mission and can independently develop one.
* Collects some data to develop a vision and mission statement; however, data does not consider district goals, as well as state and national goals.
* Works to develop mission and vision statements separate from diverse needs and situations of students in school.
* Utilizes some teachers and some parents in the development of a vision statement as part of a school plan.
* Communicates the school vision and mission to parents and teachers
* Selects appropriate school goals from data.
 | * Central to their vision and mission is the belief that all students and adults will perform at high levels.
* Direct, guide, and empower stakeholders to prepare each student to thrive in the present and to have skills and dispositions to shape his or her future.
* They are more than written words; their influence is seen, heard, and felt in the classrooms, in the hallways, on the playgrounds, and playing fields, and in the community.
* Collaborate with stakeholders, lead the development of vision and mission.
* Encourage creativity and flexibility in strategies that will make improved student learning a reality.
* Communicate with and engage all stakeholders in a compelling manner, transforming the environment and attitude from one of compliance to one of shared commitment and shared responsibility.
* Clearly articulate the collective vision and promote an attainable mission to advance teaching and learning.
* Recognize ownership of vision by all stakeholders.
* Employ appropriate strategic management tools for the mission.
* Advance the mission and vision through:
* Collaborative design and development
* Implementation and realization
* Reflection, public learning and recommitment
* Championing the vision and the mission
 | * Lead and inspire the learning community to develop, articulate, and commit to a shared and compelling vision of the highest levels of student learning and adult instructional practice.
* They advance the mission through collaborative process that focus and drive the organization toward the vision.
* Aligns stakeholders and collaborative partners to support the implementation of the vision, mission, and core values.
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