**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. |