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

**Standard 2: Ethics and Professional Norms**

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| **An Ineffective School Leader…** | **A Developing School Leader** | **An Accomplished School Leader** | **An Exemplary School Leader** |
| * Harsh or hostile attitude and tone when interaction with colleagues and students, exudes disdain for community norms, and is reckless with school resources.
* Vague understanding and failure to reference or follow school or district policy
* Lack of reflective consideration for the effect and consequences of policies and practices
* Irresponsible or thoughtless use of technology, especially social media.
* Loose lipped
* Hires staff based on personal or political relationships rather than qualifications.
* Equity for students is not a consideration in policies or programs
* Toady for the Soccer moms
 | * Has mostly positive interactions with students, staff, or community and maintains focus on student learning and creating a positive environment
* understands that there are consequences to the implementation of policy; superficially works through the consequences with students, parents and teachers
* focuses on student achievement, but makes inconsistent accommodations with particular populations
* personal conduct changes with different relationship
* Inconsistent use of technology, especially social media, to celebrate students and schools
 | * Interactions with others is above reproach, maintains focus on vision and mission without fail, and personifies servant leadership.
* Consistently understands and applies knowledge of school leadership, including use of data for ethical decision-making, develops supportive school environments, develops collaborative relationships with all stakeholders, appropriately uses technology for data management and communication, and maintaining appropriate disposition and professional standards with regard to law and policies.
* examines the intended and unintended consequences of policies and practices in terms of their effects on students (c)
* uncompromising regarding raising student achievement (c)
* consistently model core values demonstrated by personal conduct, relationships with others, ethical decision making, stewardship and application of school resources (a)
* influence other members of the learning community to be good citizens and contribute in a positive manner to the broader community by maintaining positive working relationships, consistent communication and proper guidance (d)
* Uses technology, especially social media, in a manner that celebrates student and school

achievement.* Recognized and reports ethical breaches as appropriate.
* Maintains confidentiality with discretion while encouraging others to do the same.
* hold themselves and all students and adults accountable to high level of personal and professional ethics (f)
* hires the person that best meets the position regardless of internal and external pressures (b)
* Demonstrates dispositions that reflect respect for social justice and the right for independent thought in students and teachers
* Exemplify belief in the ability of all students to meet standards of appropriate and ethical conduct
 | * Extends ethical culture into school and community through development and enforcement of norms and advocates transparent decision making process within the school.
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