



## *Dos Palos Oro-Loma J. U.S.D*

# *Professional Standards for Leaders in Educational Organizations*

The individual visibly demonstrates adherence to the high personal standards and characteristics of leaders of high performing organizations and school districts.

## **Standard 1**

**Understands and is a strong advocate for the processes and operations of their department.**

- 1.1 Knowledge of the department's and district's strengths, vulnerabilities, and opportunities for both improvement and growth.
- 1.2 Promotes exceeding the minimum requirements of regulatory expectations and applicable laws.

## **Standard 2**

**Demonstrates a firm commitment to the principles of customer satisfaction. Understands customer requirements and consistently works to meet or exceed them.**

- 2.1 Maintains a method of identifying customers.
- 2.2 Develop effective systems to understand student, stakeholder, community requirements, strengthen relationships, and resolve customer problems.
- 2.3 Advocates the needs of the student, stakeholder and community through the collection and use of information on customer satisfaction, dissatisfaction and department performance.

## **Standard 3**

**Understands and personally uses performance excellence principles and tools for decision making and planning.**

- 3.1 Favors the use of data and facts to drive decisions and ensure that employees and subordinate managers do the same.
- 3.2 Ensures that the Board of Trustees goals/strategic objectives are converted to appropriate actions to align work within the each respective department.
- 3.3 Measures and monitors progress toward achieving the goals/strategic objectives within the departments.

## **Standard 4**

**Demonstrates a firm commitment to the principles of employee empowerment, well-being, and satisfaction.**

- 4.1 Promotes flexibility, individual initiative, and innovation.
- 4.2 Suggests and supports effective training aligned to support action plans and reinforces the use of new skills on the job.
- 4.3 Rewards and recognizes employees who achieve objectives and incorporate the principles of performance excellence in their day-to-day work.
- 4.4 Fosters an atmosphere of open, honest communication among employees and departments.

## **Standard 5**

**Rigorously drives the systematic, continuous improvement of all work processes, including personal self-improvement as an effective leader**

- 5.1 Ensures that employees have the knowledge, facts, tools, and analysis needed to make good decisions.
- 5.2 Informs colleagues of the state of the department and encourages questions that create an environment of openness and trust, while demonstrating adherence to ethical standards of professionalism.
- 5.3 Provides honest, data rich feedback on the performance of the department and its employees.
- 5.4 Achieves improving performance outcomes with financial (cost/budget) performance.