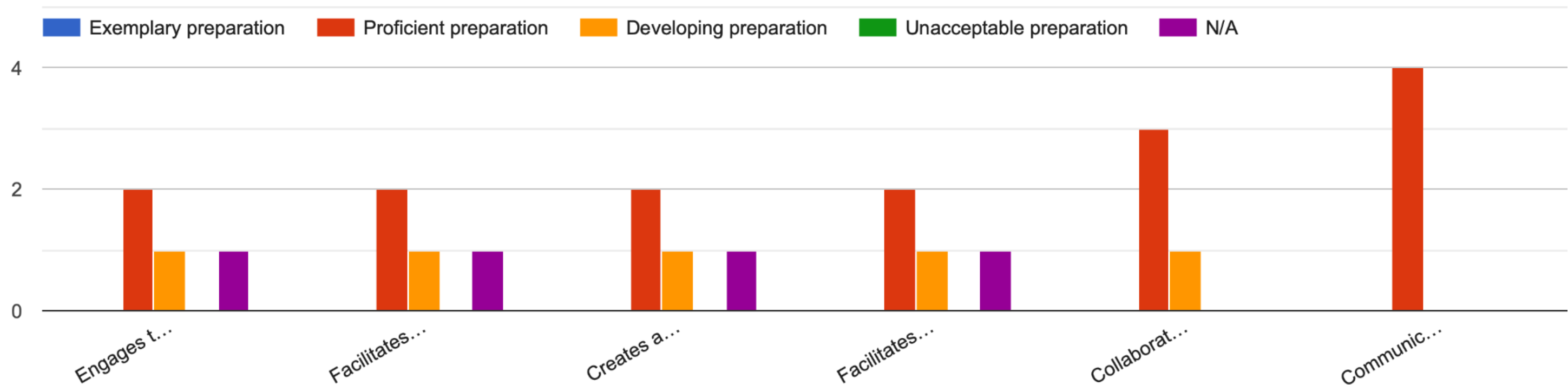


Advanced Program Survey - Employer (2024-2025)

I. Continuous Improvement: An effective instructional leader implements a systematic, coherent approach to bring about the continuous growth in the academic achievement of all students.



Categories Expanded from Chart Above:

Engages the education stakeholders in developing a school vision, mission, and goals that emphasize learning for all students and is consistent with that of the school district.

Facilitates the implementation of clear goals, strategies, and timelines to carry out the vision and mission that emphasize learning for all students and keep those goals in the forefront of the school's attention.

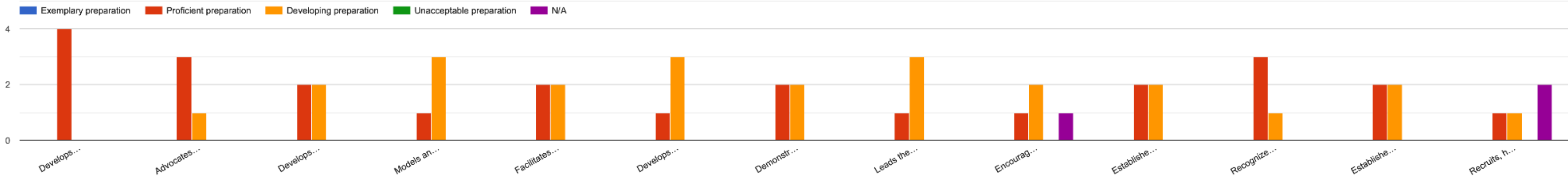
Creates and sustains an organizational structure that supports school vision, mission, and goals that emphasize learning for all students.

Facilitates the development, implementation, evaluation and revision of data informed school-wide improvement plans for the purpose of continuous school improvement.

Collaborates with parents/guardians, community agencies and school system leaders in the implementation of continuous improvement.

Communicates and operates from a strong belief that all students can achieve academic success.

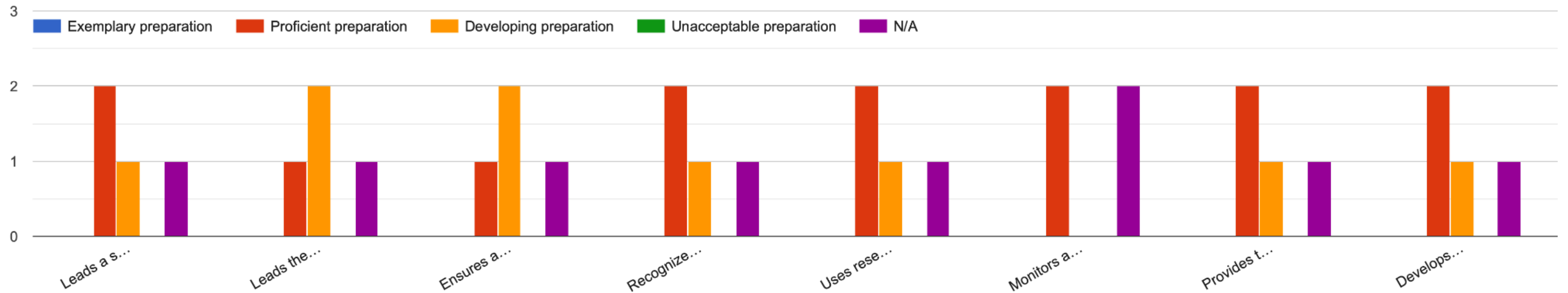
II. Culture for Teaching and Learning: An effective instructional leader creates a school culture and climate based on high expectations conducive to the success of all students.



Categories Expanded from Chart Above:

- Develops and sustains a school culture based on ethics, diversity, equity, and collaboration.
- Advocates, nurtures, and leads a culture conducive to student learning.
- Develops and sustains a safe, secure and disciplined learning environment.
- Models and communicates to staff, students, and parents self-discipline and engagement in lifelong learning.
- Facilitates and sustains a culture that protects and maximizes learning time.
- Develops a leadership team designed to share responsibilities and ownership to meet student learning goals.
- Demonstrates an understanding of change processes and the ability to lead the implementation of productive changes in the school.
- Leads the school community in building relationships that result in a productive learning environment.
- Encourages and leads challenging, research based changes.
- Establishes and cultivates strong, supportive family connections.
- Recognizes and celebrates school accomplishments and addresses failures.
- Establishes strong lines of communication with teachers, parents, students, and stakeholders.
- Recruits, hires, and retains teachers whose values and instructional frameworks align with the school's mission.

III. Instructional Leadership and Assessment: An effective instructional leader facilitates instructional practices that are based on assessment data and continually improve student learning.



Categories Expanded from Chart Above:

Leads a systematic process of student assessment and program evaluation using qualitative and quantitative data.

Leads the professional learning community in analyzing and improving curriculum and instruction.

Ensures access to a rigorous curriculum and the support necessary for all students to meet high expectations.

Recognizes literacy and numeracy are essential for learning and ensures they are embedded in all subject areas.

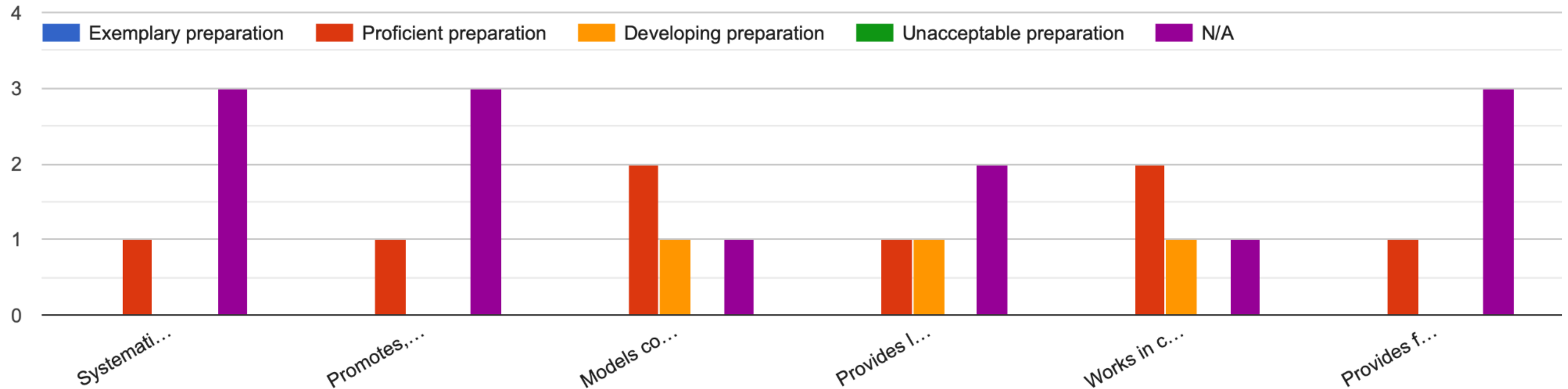
Uses research based best practice in the development, design, monitoring and implementation of curriculum, instruction, and assessment.

Monitors and evaluates the school's curricular program for rigor.

Provides teachers and parents with assessment results on a regular basis.

Develops and implements a system to regularly communicate student academic progress and assessment results to parents, students, and teachers.

IV. Professional Growth: An effective instructional leader improves student learning and achievement by developing and sustaining high quality professional development.



Categories Expanded from Chart Above:

Systematically supervises and evaluates faculty and staff.

Promotes, facilitates, and evaluates professional development.

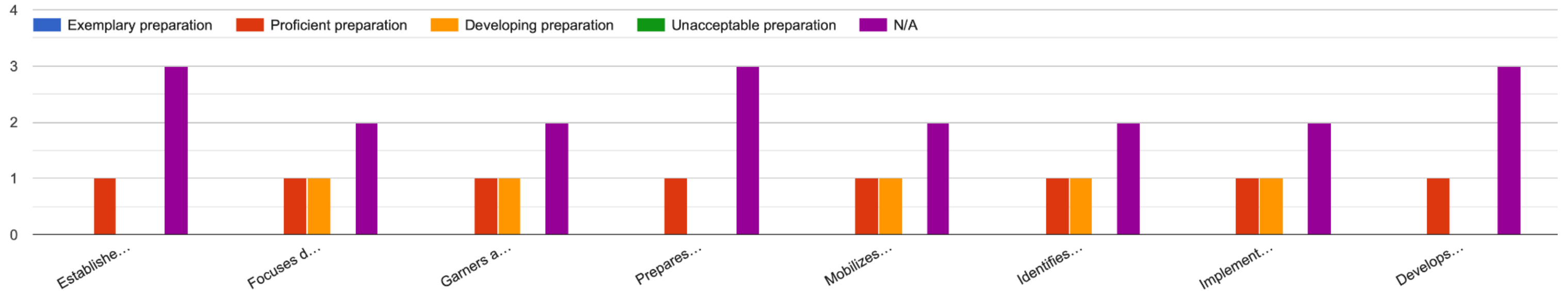
Models continuous learning and engages in personal professional development.

Provides leadership opportunities for the professional learning community and mentors aspiring leaders.

Works in collaboration with the school community to plan and implement high quality professional development with the school's improvement plan to impact student learning.

Provides faculty and staff with the resources necessary for the successful execution of their jobs.

V. Management of the School: An effective instructional leader facilitates learning and teaching through the effective use of resources.



Categories Expanded from Chart Above:

Establishes a set of standard operating procedures and routines that are understood and followed by all staff.

Focuses daily operation on the academic achievement of all students.

Garners and employs resources to achieve the school's mission.

Prepares and regularly monitors an annual operational budget that aligns with the school's improvement plan.

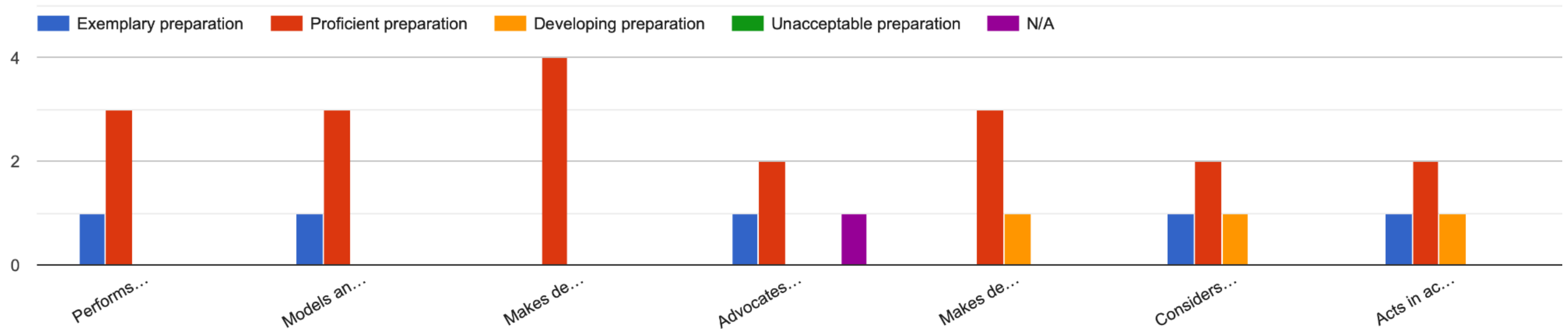
Mobilizes community resources to support the school's mission.

Identifies potential problems and is strategic in planning proactive responses.

Implements a shared understanding of resource management based upon equity, integrity, fairness, and ethical conduct.

Develops a comprehensive strategy for positive community and media relations.

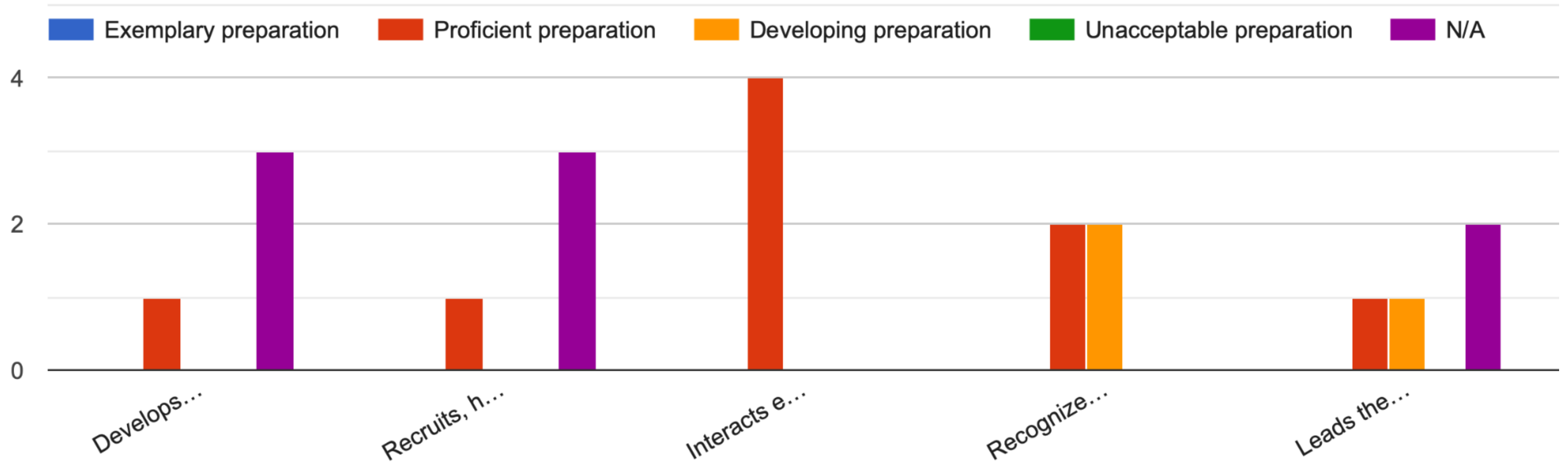
VI. Ethics: An effective instructional leader facilitates continuous improvement in student achievement through processes that meet the highest ethical standards and promote advocacy including political action when appropriate.



Categories Expanded from Chart Above:

- Performs all professional responsibilities with integrity and fairness.
- Models and adheres to a professional code of ethics and values.
- Makes decisions within an ethical context and respects the dignity of all.
- Advocates educational, social or political change when necessary to improve learning for students.
- Makes decisions that are in the best interests of students aligned with the vision of the school.
- Considers legal, moral and ethical implications when making decisions.
- Acts in accordance with federal and state constitutional provisions, statutory standards and regulatory applications.

VII. Diversity: An effective instructional leader responds to and influences the larger personal, political, social, economic, legal and cultural context in the classroom, sc...erse student needs to ensure the success of all students.



Categories Expanded from Chart Above:

Develops and implements an appropriate diversity policy involving the school community and stakeholders which encompasses program planning and assessment efforts.

Recruits, hires, and retains a diverse staff.

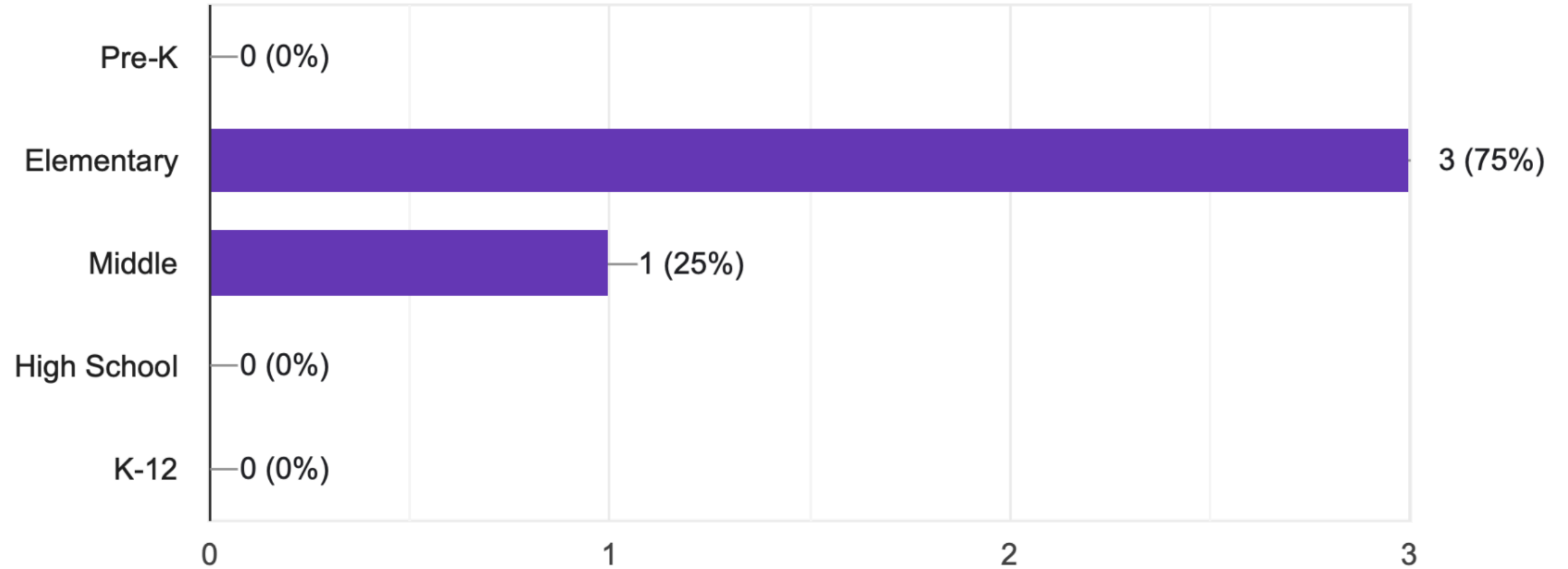
Interacts effectively with diverse individuals and groups using a variety of interpersonal skills in any given situation.

Recognizes and addresses cultural, learning and personal differences as a basis for academic decision-making.

Leads the faculty in engaging families/parents in the education of their children.

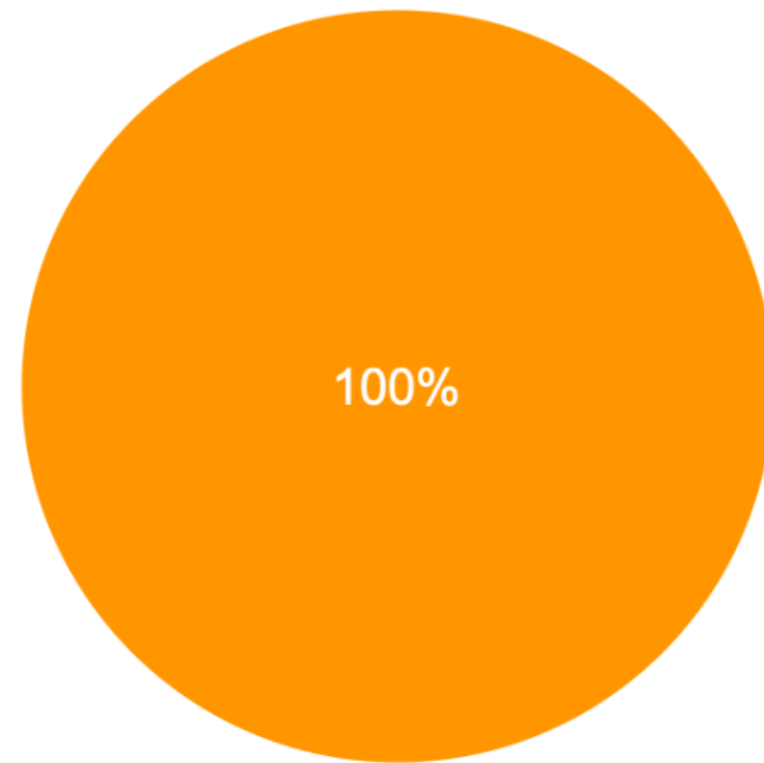
Demographic Information of Employment

4 responses



Demographic Information of School

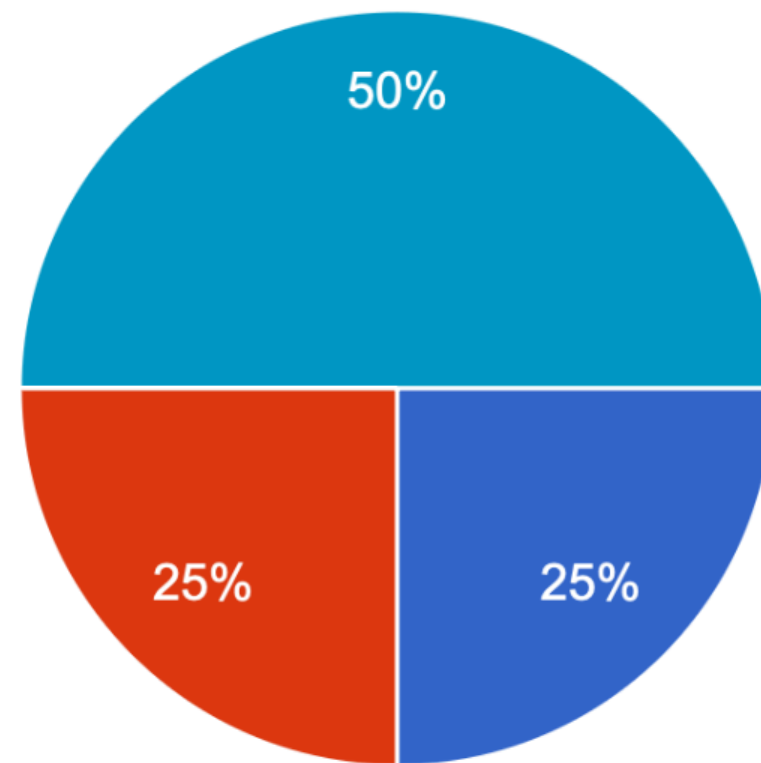
4 responses



- Inner-city
- Suburban
- Urban
- Rural

This is my Lipscomb graduate's _____ as an educational leader

4 responses



- First-year
- Second-year
- Third-year
- Fourth-year
- Fifth-year
- This educator is not considered a leader