Performance Standard 1: Mission, Vision, and Goals
The central office administrator fosters the success of the district by leading the development, articulation, and stewardship of the district's mission, vision, and goals resulting in district improvement.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
1.1 Collaboratively develops and sustains a department plan aligned to the district's mission, vision, and goals.	1.1 Collaboratively develops and sustains a department plan aligned to the district's mission, vision, and goals, including, but not limited to curriculum, instruction, assessment, professional development, and budgeting.	1.1 Collaboratively develops and sustains a department plan aligned to the district's mission, vision, and goals.	1.1 Collaboratively aligns the Human Resources department with the district's mission, vision, and goals.	1.1 Collaboratively develops and sustains a department plan aligned to the district's mission, vision, and goals.	1.1 Collaboratively develops and sustains a department plan aligned to the district's mission, vision, and goals.
1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.	1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.	1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.	1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.	1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.	1.2 Utilizes best practices to take action and make decisions that positively reflect the district's mission, vision, goals, and culture.
1.3 Translates the vision, mission, and goals into day-to-day activities and behaviors and guides and motivates others to take actions that support the mission, vision, and goals.	1.3 Translates the vision, mission, and goals into day-to-day activities and behaviors and guides and motivates others to take actions that support the mission, vision, and goals.	1.3 Translates the vision, mission, and goals into day-to-day activities and behaviors and guides and motivates others to take actions that support the mission, vision, and goals.	1.3 Models and supports the district's mission, vision, and goals in day-to-day operations of the Human Resources department.	1.3 Translates the vision, mission, and goals into day-to-day activities and behaviors and guides and motivates others to take actions that support the mission, vision, and goals.	1.3 Translates the vision, mission, and goals into day-to-day activities and behaviors and guides and motivates others to take actions that support the mission, vision, and goals.
1.4 Communicates a clear vision of excellence and continuous improvement consistent with the mission, vision, and goals of the district.	1.4 Communicates a clear vision of excellence and continuous improvement consistent with the mission, vision, and goals of the district.	1.4 Communicates a clear vision of excellence and continuous improvement consistent with the mission, vision, and goals of the district.	1.4 Communicates a clear vision of excellence and continuous improvement consistent with the mission, vision, and goals of the district.	1.4 Communicates a clear vision of excellence and continuous improvement consistent with the mission, vision, and goals of the district.	1.4 Leads the development, communication, and implementation of a shared vision for the comprehensive use of technology, initiating and sustaining technology innovations and change to support a digital-age education for all students. (ISTE 1.1)
1.5 Provides collaborative leadership for the design, implementation, and revision of effective and efficient processes that protect and maximize district resources.	1.5 Provides collaborative leadership that protects and maximizes district curriculum, assessment, and instructional resources aligned to the district's mission, vision, and goals.	1.5 Provides collaborative leadership for the design, implementation and revision of effective and efficient processes that protect and maximize district resources.	1.5 Provides collaborative leadership for the design, implementation and revision of effective and efficient processes that protect and maximize district resources.	1.5 Provides collaborative leadership for the design, implementation, and revision of effective and efficient processes that protect and maximize district resources.	1.5 Provides collaborative leadership for the design, implementation, and revision of effective and efficient processes that protect and maximize district resources.
1.6 Allocates resources consistent with the mission and strategic plan of the district.					

Performance Standard 2: Planning and Analysis
The central office administrator uses multiple sources of evidence to drive department/school/ district goals to improve organizational or student performance.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
2.1 Organizes the collaborative implementation of a district's operational and financial strategic plan based on analysis of data from a variety of sources.	2.1 Organizes the collaborative implementation of a district strategic plan based on analysis of data from a variety of sources.	2.1 Organizes the collaborative implementation of a district strategic plan based on analysis of data from a variety of sources.	2.1 Organizes the collaborative implementation of a district strategic plan based on analysis of data from a variety of sources.	2.1 Organizes the collaborative implementation of a district strategic plan based on analysis of data from a variety of sources.	2.1 Organizes the collaborative implementation of a district strategic technology plan based on analysis of data from a variety of sources.
2.2 Supports the district's vision by identifying, articulating, and planning to meet the needs of all stakeholders.	2.2 Supports the district's vision by identifying, articulating, and planning to meet the needs of all stakeholders.	2.2 Supports the district's vision by identifying, articulating, and planning to meet the needs of all stakeholders.	2.2 Supports the district's vision by identifying, articulating, and planning so as to fulfill the Human Resources responsibilities.	2.2 Supports the district's vision by identifying, articulating, and planning to meet the needs of all stakeholders.	2.2 Leads the design, development, implementation, communication, and evaluation of technology-infused strategic plans (including policies, procedures, and budget and funding strategies) aligned with the shared vision. (ISTE 1.2)
2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.	2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.	2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.	2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.	2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.	2.3 Uses research-based techniques to analyze and act on data gathered from district improvement measurements.
2.4 Collaboratively identifies needs, and facilitates process that determines priorities of the district that are reflected in the district's financial plan.	2.4 Collaboratively identifies needs, determines priorities, and assesses program implementation using research-based practices that result in increased program effectiveness.	2.4 Collaboratively identifies needs, determines priorities, and assesses program implementation using researched-based practices that result in increased program effectiveness.	2.4 Collaboratively identifies needs, determines priorities, and assesses program implementation using researched-based practices that result in increased program effectiveness.	2.4 Collaboratively identifies needs, determines priorities, and assesses program implementation using researched-based practices that result in increased program effectiveness.	2.4 Collaboratively identifies needs, determines priorities, and assesses program implementation using researched-based practices that result in increased program effectiveness.
2.5 Analyzes current data and strategies to make appropriate decisions to increase improve overall district effectiveness.	2.5 Analyzes current data and strategies to make appropriate educational decisions to increase student achievement and improve overall district effectiveness.	2.5 Analyzes current data and strategies to make appropriate educational decisions to increase student achievement and improve overall district effectiveness.	2.5 Analyzes current data and strategies to make appropriate human resources decisions to improve department and/or district effectiveness.	2.5 Analyzes current data and strategies to make appropriate educational decisions to increase student achievement and improve overall district effectiveness.	2.5 Monitors and evaluates the staff to provide timely and accurate feedback to improve professional practices.
2.6 Develop and implement a process to monitor progress toward achieving the district's mission, vision, and goals with stakeholders.	2.6 Develops and implements a process to monitor progress toward achieving the district's mission, vision, and goals with stakeholders.	2.6 Develops and implements a process to monitor progress toward achieving the district's mission, vision, and goals with stakeholders.	2.6 Develops and implements processes to monitor human resource practice that support the district's mission, vision, and goals.	2.6 Develops and implements processes to monitor progress toward achieving the district's mission, vision, and goals with stakeholders.	2.6 Develops and implements processes to monitor progress toward achieving the district's mission, vision, and goals with stakeholders.
2.7 Provides financial feedback to administrators on goal achievement and school development needs.	2.7 Provides feedback to administrators on goal achievement and school development needs.	2.7 Provides feedback to administrators on goal achievement and school development needs.	2.7 Provides feedback to administrators on goal achievement and school development needs.	2.7 Provides feedback to administrators on goal achievement and school development needs.	2.7 Provides feedback to administrators on goal achievement and school development needs.
2.8 Maintains a system of internal controls that provides for accountability of public funds.					

Performance Standard 3: Human Resources/Instructional Leadership

The central office administrator fosters the success of the district by advocating and sustaining a culture and program conducive to learning and resulting in the professional growth of staff.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
3.1 Directs staff to set specific and challenging, but attainable goals for higher performance that result in operational effectiveness of the district.	3.1 Directs staff to set specific and challenging, but attainable goals for higher performance that result in improved student learning or operational effectiveness.	3.1 Directs staff to set specific and challenging, but attainable goals for higher performance that result in improved student learning or operational effectiveness.	3.1 Sets specific and challenging goals to improve the human resources operational effectiveness.	3.1 Directs staff to set specific and challenging, but attainable goals for higher performance that result in improved student learning or operational effectiveness.	3.1 Hires, organizes, supervises, evaluates, and retains highly qualified technology staff to advance and maintain the technology infrastructure and promote academic and operational goals. (ISTE 4.3)
3.2 Leads the alignment, coordination, and delivery of assigned programs such that the district meets all required federal, state, and local standards, statutes, regulations, policies and procedures.	3.2 Leads the alignment, coordination, and delivery of assigned programs such that the district meets all required federal, state, and local standards, statutes, regulations, policies and procedures.	3.2 Leads the alignment, coordination, and delivery of assigned programs such that the district meets all required federal, state, and local standards, statutes, regulations, policies and procedures.	3.2 Ensures that the district meets all required federal, state and local standards, statutes, regulations, policies and procedures.	3.2 Leads the alignment, coordination, and delivery of assigned programs such that the district meets all required federal, state, and local standards, statutes, regulations, policies and procedures.	3.2 Directs staff to set specific and challenging, but attainable goals for higher performance that result in improved student learning or operational effectiveness.
3.3 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies,	3.3 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies,	3.3 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies,	3.3 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies.	3.3 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies,	3.3 Leads the alignment, coordination, and delivery of assigned programs such that the district meets all required federal, state, and local standards, statutes, regulations, policies, and procedures.
3.4 Recognizes and supports the achievement of highly effective personnel, and provides them with increased opportunities to collaborate with staff members in a leadership capacity.	3.4 Recognizes and supports the achievement of highly effective personnel, and provides them with increased opportunities to collaborate with staff members in a leadership capacity.	3.4 Recognizes and supports the achievement of highly effective personnel, and provides them with increased opportunities to collaborate with staff members in a leadership capacity.	3.4 Recognizes and supports the achievement of highly effective personnel, and provides them with increased opportunities to collaborate with staff members in a leadership capacity.	3.4 Recognizes and supports the achievement of highly effective personnel, and provides them with increased opportunities to collaborate with staff members in a leadership capacity.	3.4 Monitors and evaluates the staff to provide timely formal and informal feedback, and provides support, resources, and remediation to improve job performance based on documented deficiencies and proficiencies.
3.5 Makes appropriate recommendations relative to personnel recruitment,	3.5 Makes appropriate recommendations and decisions relative to personnel recruitment, hiring, retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive learning environment for students.	3.5 Makes appropriate recommendations relative to personnel recruitment, retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive learning environment for students.	3.5 Makes the appropriate recommendations relative to personnel recruitment, retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive working and learning environment.	3.5 Makes appropriate recommendations relative to personnel recruitment, retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive learning environment for students.	3.5 Makes appropriate recommendations relative to personnel recruitment, retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive learning environment for students.
		3.6 Implements technology to enhance student,	3.6 Effectively implements available technology to enhance organizational or professional growth for staff within the scope of the Human Resources administrator.	3.6 Implements technology to enhance student,	3.6 Provides professional development opportunities for staff members to grow professionally and gain self-confidence in their skills.

retention, promotion, transfer, and dismissal consistent with established policies and procedures to ensure a safe and positive learning environment for students, staff, and community. 3.6 Implements technology to enhance student, organizational, or professional growth. 3.7 Provides professional development opportunities for staff members to grow professionally and gain self-confidence in their skills. 3.8 Fosters a positive and supportive work environment. 3.9 Provides and participates in staff development opportunities consistent with program evaluation results, improvement plans, and district mission, vision, and goals. 3.10 Strategically leads planning for current and future challenges and opportunities.	3.6 Implements and uses technology to enhance student, organizational, or professional growth. 3.7 Provides professional development opportunities for staff members to grow professionally. 3.8 Fosters a positive and supportive work environment. 3.9 Provides and participates in staff development opportunities consistent with program evaluation results, improvement plans, and district mission, vision, and goals. 3.10 Strategically leads short- and long-range planning.	organizational, or professional growth. 3.7 Provides professional development opportunities for staff members to grow professionally and gain self-confidence in their skills. 3.8 Fosters a positive and supportive work environment. 3.9 Provides and participates in staff development opportunities consistent with program evaluation results, improvement plans, and district mission, vision, and goals. 3.10 Strategically leads planning for current and future challenges and opportunities.	3.7 Provides professional development opportunities for staff members to grow professionally and gain self-confidence in their skills. 3.8 Fosters a positive and supportive work environment. 3.9 Provides and participates in relevant staff development opportunities that support the mission, vision and goals of the district 3.10 Strategically leads planning for current and future challenges and opportunities.	organizational, or professional growth. 3.7 Provides professional development opportunities for staff members to grow professionally and gain self-confidence in their skills. 3.8 Fosters a positive and supportive work environment. 3.9 Provides and participates in staff development opportunities consistent with program evaluation results, improvement plans, and district mission, vision, and goals. 3.10 Strategically leads planning for current and future challenges and opportunities.	3.7 Fosters a positive and supportive work environment. 3.8 Provides and participates in staff development opportunities consistent with program evaluation results, improvement plans, and district mission, vision, and goals. 3.9 Strategically leads planning for current and future challenges and opportunities.

Performance Standard 4: Organizational Management

The central office administrator fosters the success of the district by supporting, managing, and overseeing the department's organization, operation, and use of resources for a safe, efficient, and effective learning environment.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
4.1 Demonstrates and communicates a working knowledge and understanding of the state and federal public education rules and regulations, and district policies and procedures.	4.1 Demonstrates and communicates a working knowledge and understanding of the state and federal public education rules and regulations, and district policies and procedures.	4.1 Demonstrates and communicates a working knowledge and understanding of the state and federal public education rules and regulations, and district policies and procedures.	4.1 Demonstrates and communicates a working knowledge and understanding of relevant state and federal rules and regulations and district policies and procedures.	4.1 Demonstrates and communicates a working knowledge and understanding of the state and federal public education rules and regulations, and district policies and procedures.	4.1 Demonstrates and communicates a working knowledge and understanding of the state and federal public education rules and regulations, and district policies and procedures.
4.2 Facilitates the implementation of sound, research-based theories and techniques to ensure a safe and orderly environment conducive to teaching and learning.	4.2 Facilitates the implementation of sound, research-based theories and techniques to ensure a safe and orderly environment conducive to teaching and learning.	4.2 Facilitates the implementation of sound, research-based theories, and techniques to ensure a safe and orderly environment conducive to teaching and learning.	4.2 Facilitates the implementation of sound, research-based theories and techniques to ensure a safe and orderly environment conducive to teaching and learning.	4.2 Facilitates the implementation of sound, research-based theories, and techniques to ensure a safe and orderly environment conducive to teaching and learning.	4.2 Facilitates the implementation of sound, research-based theories and techniques to ensure a safe and orderly environment conducive to teaching and learning.
4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly qualified, effective teachers, administrators, and other personnel based on identified needs.	4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly qualified, effective teachers, administrators, and other personnel based on identified needs.	4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly qualified, effective teachers, administrators, and other personnel based on identified needs.	4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly qualified, effective teachers, administrators, and other personnel based on identified needs.	4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly qualified, effective teachers, administrators, and other personnel based on identified needs.	4.3 Implements sound personnel procedures in recruiting, employing, and retaining highly-qualified, effective technology support and other personnel based on identified needs.
4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools, and programs.	4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools, and programs.	4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools, and programs.	4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools, and programs.	4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of all of the district's students, schools, and programs.	4.4 Acquires, allocates and manages district human, material, and financial resources in compliance with all laws to ensure the effective and equitable support of technology.
4.5 Demonstrates organizational skills to achieve department, school, and district goals.	4.5 Demonstrates organizational skills to achieve department, school, and district goals.	4.5 Demonstrates organizational skills to achieve department, school, and district goals.	4.5 Demonstrates organizational skills to achieve department, school, and district goals.	4.5 Demonstrates organizational skills to achieve department, school, and district goals.	4.5 Demonstrates organizational skills to achieve department, school, and district goals.
4.6 Plans and implements a systematic performance evaluation system of employees that provides timely and constructive feedback.		4.6 Plans and implements a systematic performance evaluation system of all employees that provides timely and constructive feedback.	4.6 Plans and implements a systematic performance evaluation system of all employees that provides timely and constructive feedback.	4.6 Plans and implements a systematic performance evaluation system of all employees that provides timely and constructive feedback.	4.6 Plans and implements a systematic performance evaluation system of all employees that provides timely and constructive feedback.
4.7 Implements strategies for the inclusion of		4.7 Implements strategies for the inclusion of	4.7 Implements strategies for the inclusion of appropriate stakeholders in various planning	4.7 Implements strategies for the inclusion of	4.7 Implements strategies for the inclusion of stakeholders in various planning processes, shares in management

stakeholders in various planning processes, shares in management decisions, and delegates duties as applicable. 4.8 Resolves challenges in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions. 4.10 Monitors and assesses resource allocation.	4.6 Assists with the implementation of a systematic performance evaluation system of all employees that provides timely and constructive feedback. 4.7 Implements strategies for the inclusion of stakeholders in various planning processes, shares in management decisions, and delegates duties as applicable. 4.8 Addresses challenges within the department in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions.	stakeholders in various planning processes, shares in management decisions, and delegates duties as applicable. 4.8 Resolves challenges in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions.	processes and management decisions in addition to delegation of duties as applicable. 4.8 Resolves challenges in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions.	stakeholders in various planning processes, shares in management decisions, and delegates duties as applicable. 4.8 Resolves challenges in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions.	decisions, and delegates duties as applicable. 4.8 Resolves challenges in a timely, consistent, and effective manner. 4.9 Implements and utilizes effective technologies that support management functions. 4.10 Based on a comprehensive technology plan, acquire and leverage resources to advance and sustain a robust technology infrastructure and continually evaluate its effectiveness at supporting learning, teaching, management, and operations. (ISTE 4.5)

Performance Standard 5: Communication and Community Relationships

The central office administrator fosters the success of the district by communicating and collaborating effectively with stakeholders for continuous improvement of the district.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.	5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.	5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.	5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.	5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.	5.1 Facilitates productive and timely communication to promote a professional culture of mutual respect, trust, and teamwork within the district.
5.2 Communicates and facilitates district initiatives.	5.2 Communicates and facilitates district initiatives.	5.2 Communicates and facilitates district initiatives.	5.2 Communicates and facilitates district initiatives.	5.2 Communicates and facilitates district initiatives.	5.2 Communicates and facilitates district initiatives.
5.3 Maintains visibility and accessibility to stakeholders.	5.3 Maintains visibility and accessibility to stakeholders.	5.3 Maintains visibility and accessibility to stakeholders.	5.3 Maintains visibility and accessibility to relative stakeholders.	5.3 Maintains visibility and accessibility to stakeholders.	5.3 Maintains visibility and accessibility to stakeholders.
5.4 Models professionally appropriate communication skills, interpersonal relations, and conflict resolution.	5.4 Models professionally appropriate communication skills, interpersonal relations, and conflict resolution.	5.4 Models professionally appropriate communication skills, interpersonal relations, and conflict resolution.	5.4 Models professionally appropriate communication skills, interpersonal relations, and conflict resolution.	5.4 Models professionally appropriate communication skills, interpersonal relations, and conflict resolution.	5.4 Assists district and school leaders to identify, evaluate, and select exemplary digital tools and resources that support learning goals, incorporate research-based instructional design principles, and are compatible with the school technology infrastructure. (ISTE 2.1).
5.5 Networks with relevant stakeholders to effectively utilize resources and expertise to support the success of the district.	5.5 Networks with relevant stakeholders to effectively utilize resources and expertise to support the success of the district.	5.5 Networks with relevant stakeholders to effectively utilize resources and expertise to support the success of the district.	5.5 Networks with relevant stakeholders to effectively utilize resources and expertise to support the success of the district.	5.5 Networks with relevant stakeholders to effectively utilize resources and expertise to support the success of the district.	5.5 Advocates for students and/or staff and acts to influence district decisions affecting student learning.
5.6 Shares knowledge of laws regarding individual and group rights and responsibilities.	5.6 Advocates for students and/or staff and acts to influence district decisions affecting student learning.	5.6 Advocates for students and/or staff and acts to influence district decisions affecting student learning.	5.6 Advocates for staff and acts to influence district decisions that support an effective work and learning environment.	5.6 Advocates for students and/or staff and acts to influence district decisions affecting student learning.	5.6 Shares knowledge of laws regarding individual and group rights and responsibilities.
5.7 Models understanding and promotes the appreciation of diversity in the district and community.	5.7 Shares knowledge of laws regarding individual and group rights and responsibilities.	5.7 Shares knowledge of laws regarding individual and group rights and responsibilities.	5.7 Shares knowledge of laws regarding individual and group rights and responsibilities.	5.7 Shares knowledge of laws regarding individual and group rights and responsibilities.	5.7 Models understanding and promotes the appreciation of diversity in the district and community.
	5.8 Models understanding and promotes the appreciation of diversity in the district and community.	5.8 Models understanding and promotes the appreciation of diversity in the district and community.	5.8 Models understanding and promotes the appreciation of diversity in the district and community.	5.8 Models understanding and promotes the appreciation of diversity in the district and community.	5.8 Establishes partnerships to support the technology infrastructure and provide technology resources for the effective integration of technology to advance district programs and goals. (ISTE 4.4)
					5.9 Locates, develops, and disseminates models of local and global learning communities and supports implementation through local infrastructure and policies. (ISTE 2.5)
					5.10 Develops and implements programs to educate all stakeholders about the safe, legal, and ethical use of information and technology resources, including district policies and procedures regarding filtering, netiquette, cyberbullying, acceptable use, and fair use guidelines for online resources. (ISTE 5.2)
					5.11 Facilitates equitable access to digital tools and resources, including adaptive and assistive technologies, to support the diverse needs of all learners. (ISTE 5.1)

Performance Standard 6: Professionalism

The central office administrator fosters the success of the district by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.

Business	C&I	Facilities	Human Resource	Pupil Services / Special Education	Technology
6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.	6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.	6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.	6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.	6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.	6.1 Models professional, moral, and ethical standards as well as personal integrity in all interactions.
6.2 Works in a collegial and collaborative manner with stakeholders to promote and support the mission, vision, and goals of the district.	6.2 Works in a collegial and collaborative manner with stakeholders to promote and support the mission, vision, and goals of the district.	6.2 Works in a collegial and collaborative manner with stakeholders to promote and support the mission, vision, and goals of the district.	6.2 Works in a collegial and collaborative manner with relevant stakeholders to promote and support the mission, vision and goals of the district.	6.2 Works in a collegial and collaborative manner with stakeholders to promote and support the mission, vision, and goals of the district.	6.2 Works in a collegial and collaborative manner with stakeholders to promote and support the mission, vision, and goals of the district.
6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.	6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.	6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.	6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.	6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.	6.3 Respects and maintains confidentiality and assumes responsibility for personal actions and responds appropriately to actions of others.
6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.	6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.	6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.	6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.	6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.	6.4 Takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of staff and/or student learning.
6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.	6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.	6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.	6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.	6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.	6.5 Provides leadership on sharing ideas and information with staff and other professionals and fosters an environment that encourages staff do so as well.
6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.	6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.	6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.	6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.	6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.	6.6 Maintains a high level of professional knowledge and stays current on new developments and techniques.
6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge, skills, and organizational success.	6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge, skills, and organizational success.	6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge, skills, and organizational success.	6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge, skills, and organizational success.	6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge, skills, and organizational success.	6.7 Networks with colleagues to share knowledge about effective practices and to improve and enhance administrative knowledge,

6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.	6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.	6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.	6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.	6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.	skills, and organizational success. 6.8 Actively seeks opportunities to stay abreast of the latest research on leadership by collaborating with experts in the field. 6.9 Promotes and models mutual respect, trust, and professionalism with staff.