



Professional Learning & Leadership Development  
 333 South Beaudry Avenue, 14<sup>th</sup> Floor  
 Los Angeles, CA 90017  
 Telephone: (213)241-3444 Fax: (213)241-8920

**Observation of Practice Rating Focus Elements: 3 unified focus elements + up to 2 cooperatively-established elements.**

## LAUSD SCHOOL LEADERSHIP FRAMEWORK v4

STANDARD 1: LEADERSHIP AND PROFESSIONAL GROWTH	STANDARD 4: CULTURE OF LEARNING AND POSITIVE BEHAVIOR
<p><b>Component 1A: Models learning-centered leadership behaviors</b></p> <ol style="list-style-type: none"> <li>Demonstrates personal and professional ethics, integrity and judgment</li> <li>Manages time and prioritizes high-leverage activities</li> <li>Builds observation and coaching skills to improve instruction</li> <li>Uses reflection to inform future decisions and actions</li> <li>Participates in, and implements new learning from, professional development</li> <li>Leads in situations of ambiguity or complexity</li> </ol>	<p><b>Component 4A: Creates or maintains a culture conducive to educator growth</b></p> <ol style="list-style-type: none"> <li>Establishes or maintains a positive school climate, including workplace conditions for staff</li> <li>Manages respectful conflict resolution in the school community</li> </ol> <p><b>Component 4B: Creates or maintains a culture conducive to student growth</b></p> <ol style="list-style-type: none"> <li>Promotes and implements systems to foster positive student behavior</li> <li>Creates or maintains a culturally responsive and equitable environment</li> <li>Motivates students toward goal attainment and future aspirations</li> <li>Engages stakeholders in courageous conversations about bias and its effect on student learning</li> </ol>
STANDARD 2: CHANGE MANAGEMENT	STANDARD 5: FAMILY AND COMMUNITY ENGAGEMENT
<p><b>Component 2A: Leads and manages change</b></p> <ol style="list-style-type: none"> <li>Promotes a shared sense of responsibility for all students</li> <li>Communicates a sense of urgency for sustainable change</li> <li>Builds capacity of staff to adapt to and manage change</li> </ol> <p><b>Component 2B: Develops or maintains a shared vision around high expectations for student learning</b></p> <ol style="list-style-type: none"> <li>Develops, implements, and revises a shared vision of high expectations</li> <li>Communicates shared vision to stakeholders</li> </ol> <p><b>Component 2C: Creates or maintains a culture of continuous improvement</b></p> <ol style="list-style-type: none"> <li>Uses data to determine school-wide priorities and goals</li> <li>Implements plans to accomplish school-wide goals</li> </ol>	<p><b>Component 5A: Engages families and community members as partners</b></p> <ol style="list-style-type: none"> <li>Engages community and family members and involves them in leadership opportunities</li> <li>Provides opportunities for family and community education</li> </ol> <p><b>Component 5B: Communicates with families and community members</b></p> <ol style="list-style-type: none"> <li>Creates or maintains school-home-community communication structures</li> <li>Collects and analyzes data related to families and the community</li> </ol>
STANDARD 3: INSTRUCTION	STANDARD 6: SYSTEMS AND OPERATIONS
<p><b>Component 3A: Provides support for teachers to improve instruction</b></p> <ol style="list-style-type: none"> <li>Implements coaching and support</li> <li>Ensures high-quality professional development that results in implementation of effective pedagogy</li> <li>Creates collaboration structures that support ongoing development</li> <li>Builds capacity of staff to analyze and utilize student data</li> </ol> <p><b>Component 3B: Promotes quality teaching, learning and leadership</b></p> <ol style="list-style-type: none"> <li>Monitors school-wide curriculum in relation to content standards and opportunity to learn</li> <li>Creates and maintains distributed leadership opportunities</li> </ol> <p><b>Component 3C: Assesses the performance of all staff</b></p> <ol style="list-style-type: none"> <li>Conducts formal and informal observations</li> <li>Provides actionable feedback to staff</li> <li>Manages the evaluation process</li> </ol>	<p><b>Component 6A: Manages people, time and resources</b></p> <ol style="list-style-type: none"> <li>Aligns budget and staffing priorities with needs, goals, vision, and data</li> <li>Implements a clear selection and hiring process</li> <li>Designs and implements a strategic staffing plan</li> <li>Develops schedules and allocates space for learning</li> <li>Seeks, allocates and uses technology and other resources to support learning</li> </ol> <p><b>Component 6B: Creates or maintains a productive school environment</b></p> <ol style="list-style-type: none"> <li>Develops, implements, and reviews a system for school operations and structures</li> <li>Communicates with staff, students, and district leadership</li> </ol> <p><b>Component 6C: Demonstrates legal and policy compliance</b></p> <ol style="list-style-type: none"> <li>Ensures a healthy and safe school environment</li> <li>Ensures that school decisions adhere to relevant district policies and comply with legal requirements</li> </ol>