



Crosswalk of Standards : Cobb Principal Competencies, GA Performance Standards, ISSLC Standards

Cobb's Core Competencies	Leader Keys Performance Standards	ISLLC Standards
<p>1. Establishes a strategic direction and clear vision for instruction</p> <p><i>Effective Cobb County Principals develop, communicate and implement a shared vision of teaching and learning that supports the district's goal of student success.</i></p>	<p>School Leadership</p> <p>1. Instructional Leadership</p> <p><i>The leader fosters the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to school improvement.</i></p>	<p>Standard 1: Vision and Mission</p> <p><i>An educational leader promotes the academic success and personal well-being of every student by ensuring the development, articulation, implementation, and stewardship of a child-centered vision of high quality schooling that is shared by all members of the school community.</i></p>
<p>2. Shapes organizational culture and climate through meaningful relationships with stakeholders</p> <p><i>Effective Cobb County Principals support student success by establishing a collaborative, challenging, equitable, positive and safe learning environment with supportive stakeholder relationships.</i></p>	<p>2. School Climate</p> <p><i>The leader promotes the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.</i></p>	<p>Standard 2: Instructional Capacity</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by enhancing instructional capacity.</i></p>
<p>3. Ensures students' physical, social and emotional safety</p> <p><i>Effective Cobb County Principals promote the well-being of every student through a focus on the whole child and an all-inclusive school experience.</i></p>	<p>Organizational Leadership</p> <p>3. Planning and Assessment</p> <p><i>The leader effectively gathers, analyzes, and uses a variety of data to inform planning and decisionmaking consistent with established guidelines, policies, and procedures.</i></p>	<p>Standard 3: Instruction</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by promoting instruction that maximizes student learning.</i></p>

<p>4. Leads and supports change and innovation</p> <p><i>Effective Cobb County Principals utilize available research, data and a collective inquiry process to enhance the use of new technology and initiatives that improve student learning.</i></p>	<p>4. Organizational Management</p> <p><i>The leader fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.</i></p>	<p>Standard 4: Curriculum and Assessment</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by promoting robust and meaningful curricula and assessment programs.</i></p>
<p>5. Manages the budget and resources through a clear and collaborative process</p> <p><i>Effective Cobb County Principals support, analyze and allocate school resources through transparent and well established protocols involving multiple stakeholders.</i></p>	<p>Human Resources Leadership</p> <p>5. Human Resources Management</p> <p><i>The leader fosters effective human resources management through the selection, induction, support, and retention of quality instructional and support personnel.</i></p>	<p>Standard 5: Community of Care for Students</p> <p><i>An educational leader promotes the academic success and personal well-being of every student by promoting the development of an inclusive school climate characterized by supportive relationships and a personalized culture of care.</i></p>
<p>6. Builds Cobb's talent through effective hiring, management and retention of employees</p> <p><i>Effective Cobb County Principals evaluate employees in a fair and consistent manner with timely/specific feedback that supports instructional improvement, employee satisfaction and students success. Effective Cobb County Principals have a clear and deliberate process for employee selection and retention.</i></p>	<p>6. Teacher/Staff Evaluation</p> <p><i>The leader fairly and consistently evaluates school personnel in accordance with state and district guidelines and provides them with timely and constructive feedback focused on improved student learning.</i></p>	<p>Standard 6: Professional Culture for Teachers and Staff</p> <p><i>An educational leader promotes the academic success and personal well-being of every student by promoting professionally-normed communities for teachers and other professional staff.</i></p>
<p>7. Develops self and others through Cobb's culture of PLCs.</p> <p><i>Effective Cobb County Principals embrace and promote professional learning communities, through which they identify areas of growth and continuously improve themselves and those with whom they work.</i></p>	<p>Professionalism and Communication</p> <p>7. Professionalism</p> <p><i>The leader fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.</i></p>	<p>Standard 7: Communities of Engagement for Families</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by promoting communities of engagement for families and other stakeholders in the school's community.</i></p>

<p>8. Communicates effectively with all stakeholders</p> <p><i>Effective Cobb County Principals communicate and collaborate with families and the community to foster a shared understanding of school issues/initiatives and create mutually beneficial partnerships which promote student success.</i></p>	<p>8. Communication and Community Relations</p> <p><i>The leader fosters the success of all students by communicating and collaborating effectively with stakeholders.</i></p>	<p>Standard 8: Operations and Management</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by ensuring effective and efficient management of the school or district to promote students social and academic learning.</i></p>
		<p>Standard 9: Ethical Principles and Professional Norms</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by adhering to ethical principles and professional norms.</i></p>
		<p>Standard 10: Equity and Cultural Responsiveness</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by ensuring the development of an equitable and culturally responsive school.</i></p>
		<p>Standard 11: Continuous School Improvement</p> <p><i>An educational leader promotes the academic success and personal wellbeing of every student by ensuring the development of a culture of continuous school improvement.</i></p>