



# Fayette County Public Schools

## Executive Summary Fayette County Public Schools Board Meeting Agenda Item

**MEETING:** Regular

**DATE:** 8/28/2023

**TOPIC:** FCPS Leadership Framework

**PREPARED BY:** Dr. Tiffany Marshall

**Recommended Action on:** 8/28/2023  
Informational Item

**Superintendent Prior Approval:** Yes

**Recommendation/Motion:** Informational Item

**Background/Rationale:** Creating a leadership definition is an essential foundation for developing great leaders at all levels of a school district or any organization. It is the process of creating the definition in a collaborative way, allowing it to shape the way employees operate and using it to create coherent systems that make a deep and lasting impact. This effort is an opportunity to: **Build ownership** – When key stakeholders in the organization feel they have a voice in deciding what the district values, they won't just go along with change, they'll drive it. **Shape culture** – If every employee can see themselves in the leadership definition, they will use it to guide their everyday actions and help build a more positive and self-empowering culture. **Align talent systems** – When the way a district identifies up-and-coming leaders, designs growth opportunities, and chooses people for leadership roles that make sense to everyone, the field is cleared for people to grow in incredible ways.

**Strategic Priority:**

- Student Achievement     Diversity, Equity, Inclusion & Belonging
- Highly Effective & Culturally Responsive Workforce
- Stakeholder Engagement & Outreach     Organizational Health & Efficiency

**Data Considerations:** to measure the effectiveness of our aspiring leader's program and district professional learning, and to meet the needs of employees by increasing the number of candidates with leadership opportunities. Data analysis through the Human Resources monitoring system on the leadership pipeline and *Grow Your Own* initiatives on highly qualified candidates. The implementation of the FCPS Leadership Framework will show consistency and sustained growth across the board by aligning all employees on the values, purpose, and leadership standards that drive our district for certified and classified staff.

**Policy:** N/A

**Fiscal Impact:** \$25,000

**Attachments(s):** PowerPoint Presentation