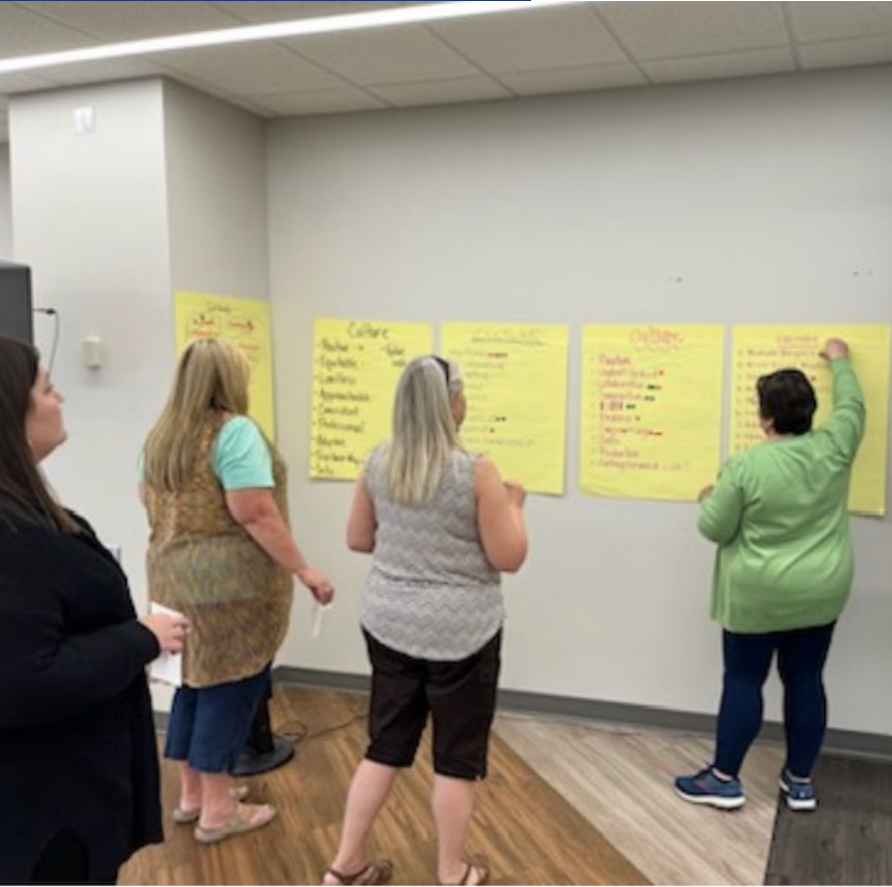


The Leadership Definition- FCPS Leadership Framework

Tiffany Marshall Ph.D.



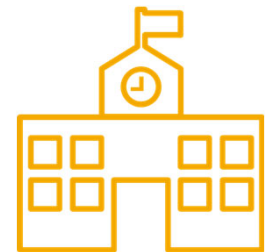
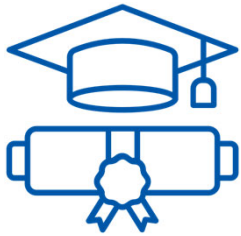
Leadership Matters

Purpose:

Creating a leadership definition is an essential foundation for **developing great leaders** at all levels of a school district or any organization. It's 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.



Strategic Plan Alignment



STUDENT ACHIEVEMENT

Improve student achievement through rigorous curriculum and instruction providing students with evidence-based educational experiences that not only engage but also excite, prepare, and support students.

DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Foster and instill a culture of diversity, equity, inclusion, and belonging across the district and address opportunity gaps.

HIGHLY EFFECTIVE, CULTURALLY RESPONSIVE WORKFORCE

Hire, support, and retain a highly effective, culturally responsive and diverse workforce.

OUTREACH AND ENGAGEMENT

Effectively engage students, employees, families, and community members to improve opportunities and outcomes for all students.

ORGANIZATIONAL HEALTH AND EFFECTIVENESS

Foster a culture of continuous improvement to maximize organizational effectiveness and efficiency, support the well-being of our team members, and provide formal recognition of their efforts.



Opportunity

- Builds 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.
- Shapes 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.
- Aligns talent systems** – When the way a district identifies up-and-coming leaders, designs growth opportunities, and chooses people for leadership roles makes sense to everyone, the field is cleared for people to grow in incredible ways.



Leadership Development

- Cabinet
- Executive Leadership
- Classified Administrators
- Directors/ Associate Directors
- Principals
- Assistant Principals
- Counselors

- What deeply-held principles and values impact your approach to work and relationships in FCPS?
What's the most effective way for you to give and get feedback? How do you coach people to do their best work and develop their talents?
What do you appreciate the most about FCPS, its culture, and its people? What are some things you are most keen to achieve for your team and for FCPS?

Leadership Standards- Values, Purpose, Direction, Alignment, Attitudes, and Beliefs



List 10 words or phrases that represent VALUES you would like to see represented in FCPS.

List 10 words or phrases that represent the CULTURE you would like to see represented in FCPS.

List 10 words or phrases that represent EMPLOYEE DEVELOPMENT you would like to see represented in FCPS.

FCPS Leadership Framework



Empowers Culture

- Transparency
- Student-Focused
- Diversity
- Collaboration
- Effective Communication

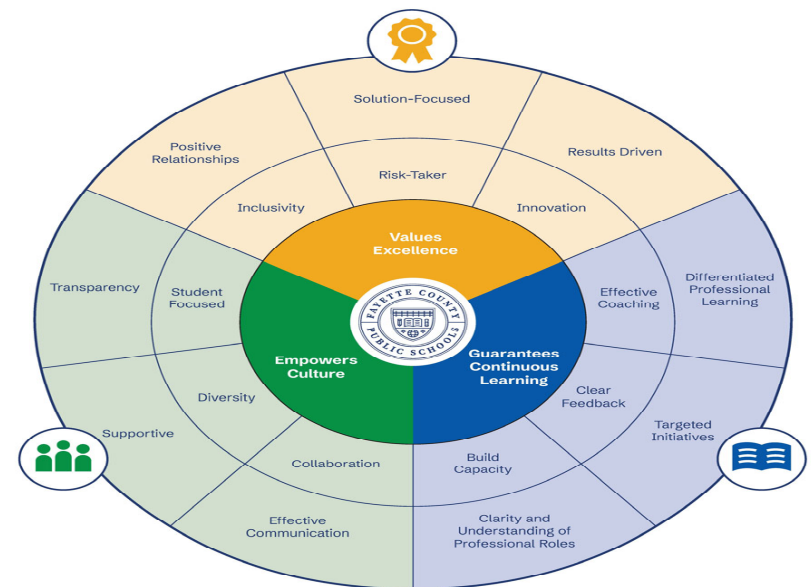
Values Excellence

- Positive Relationships
- Inclusivity
- Risk-Taker
- Innovation
- Results Driven
- Solution-Focused

Guarantees Continuous Learning

- Effective Coaching
- Clear Feedback
- Build Capacity
- Targeted Initiatives
- Differentiated Professional Learning
- Clarity and Understanding of Professional Roles

Fayette County Leadership Framework

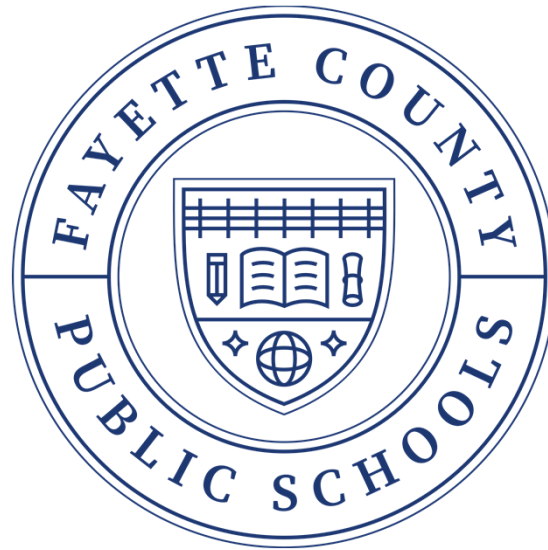




What's Next?

- **Share the FCPS Leadership Framework in September with schools.**
- **Begin working with the steering committee to establish:**
 - **Leadership Pipeline,**
 - **Leadership Development,**
 - **Creating a System for Identifying High Potential**
- **Collaborate with HR on current programs:**
 - **Aspiring Leaders and Grow Your Own**
 - **Creating Advisory Groups**





Questions?