

MODERNIZING AND STREAMLINING THE SUPERINTENDENT EFFECTIVENESS STANDARDS

Condensing from 7 Standards to 5.

CROSSWALK FROM 7 to 5 Standards

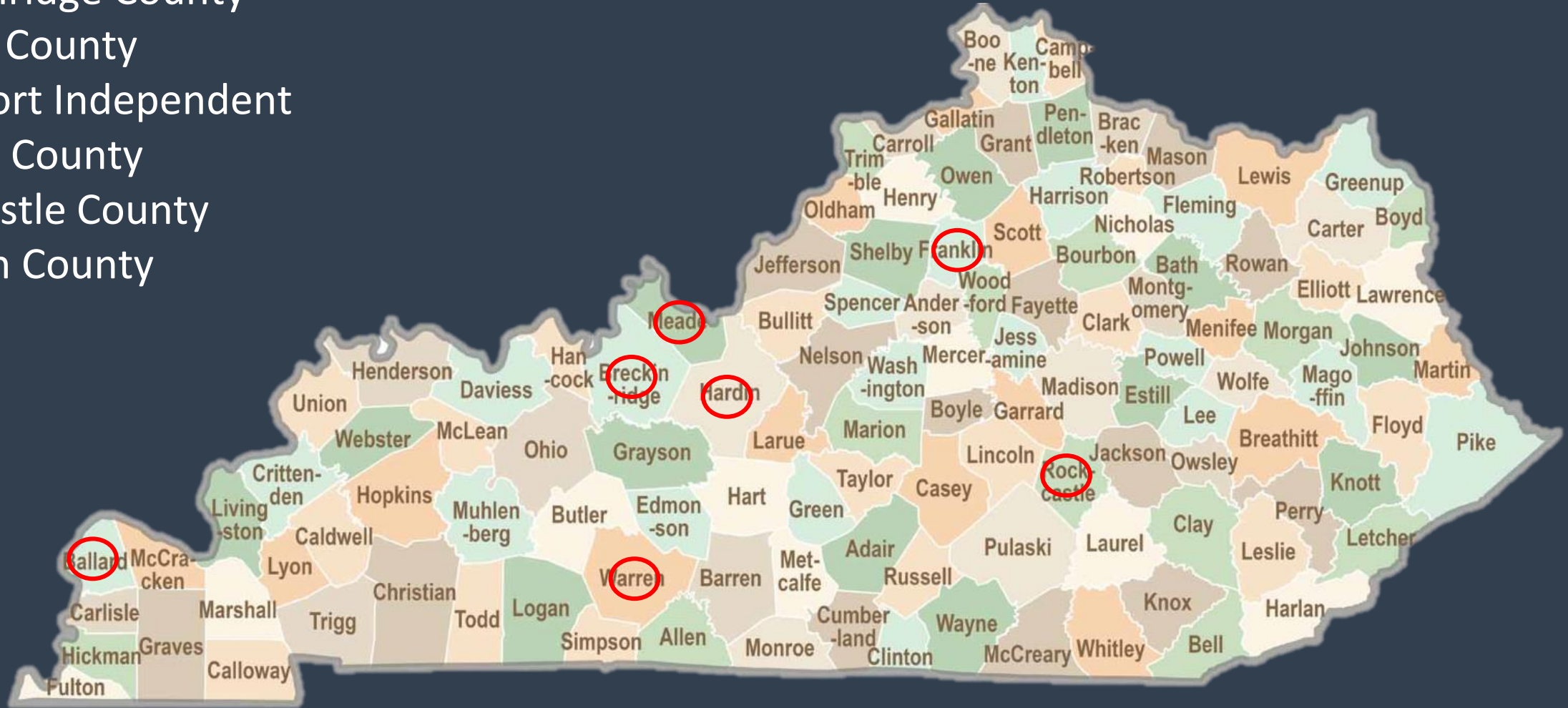
Original Standard	Revised Standard	Retained Components	Expanded Components	New Additions
1: Strategic Leadership	1: Strategic Leadership	Vision, mission, goals; alignment to improvement planning	Board collaboration; strategic planning informed by data and aligned with KDE/local goals	System-wide advocacy; strategic resource alignment
2: Instructional Leadership	2: Instructional Leadership	Teaching and learning; curriculum alignment; monitoring of student progress	Instructional equity; instructional tech integration; virtual and workforce-relevant models	Grow principals as instructional leaders; community-aligned learning models
3: Cultural Leadership	3: Cultural Leadership	Trust, culture, stakeholder engagement	Inclusive feedback systems; local accountability measures; community participation; shared accountability	Advisory groups; communication cadence; public storytelling
4: Human Resource Leadership	4: Human Resource Leadership	Recruitment, mentoring, evaluation	Succession planning; equity in hiring; staff retention systems	Ongoing employment law compliance reviews
5: Managerial Leadership	5: Operational Leadership	Budgeting, facilities, safety planning	Capital planning alignment; effective use of communication and transparency tools	Financial stability reporting; emergency comms protocols; stakeholder updates
6: Collaborative Leadership	Embedded across 1, 3, 4	Shared accountability; team development; community partnerships	Stakeholder engagement; cross-agency collaboration; access to learning opportunities	Distributed leadership; dual credit and career access expansion
7: Influential Leadership	Embedded across 1, 3, 5	Visionary leadership; modeling values; influencing policy and legal application	Political awareness tied to strategic advocacy; community-informed decisions	Ethics and legal protections for students/staff; formal legislative engagement

WHERE DID STANDARDS 6 AND 7 LAND?

Original Standard	Key Focus Area / Indicator	Embedded In New Standard	New Emphasis or Expansion
Standard 6 Collaborative Leadership	a. Develops partnerships to support 21st-century learning	3. Cultural Leadership	Greater stakeholder voice, advisory groups, and community-driven engagement
	b. Engages board and stakeholders in shared responsibility	1. Strategic Leadership	Shared mission and co-ownership of district goals
	c. Forms professional partnerships for learning opportunities	4. Human Resource Leadership	Framed within leadership development and talent pipeline
	d. Partners to remove barriers for access to college and career	1. Strategic Leadership	Equity-focused strategies tied to long-term vision and student success
Standard 7 Influential Leadership	Artifacts (e.g., civic engagement, speaking, board minutes)	3. Cultural Leadership	Community visibility, trust-building, and cultural alignment embedded in leadership expectations
	a. Understands the political systems involving the district	1. Strategic Leadership	Advocacy embedded in long-term planning and systems thinking
	b. Defines and communicates the impact of proposed legislation	1. Strategic Leadership	Messaging aligned with strategic goals and district mission
	c. Applies laws and policies fairly and wisely	5. Operational Leadership	Legal compliance and ethical practices centered in district operations
	d. Uses legal systems to protect rights and improve learning	5. Operational Leadership	Emphasis on student and staff protection, documentation, and proactive legal leadership
	e. Accesses political systems to provide input on key issues	1. Strategic Leadership	Superintendent's voice in shaping educational policy and representing the district at broader levels
	Artifacts (e.g., board policies, handbooks, tax hearings)	1. Strategic Leadership and 5. Operational Leadership	Showcases transparency, advocacy, and operational compliance through documentation

Pilot Districts and Boards for 2025-2026

Ballard County
Breckinridge County
Hardin County
Frankfort Independent
Meade County
Rockcastle County
Warren County



1. Strategic Leadership

Summary :

The superintendent creates the conditions necessary for reimagining and articulating the district's vision, mission, and goals. Through clear communication, strategic planning, and effective leadership, the superintendent ensures alignment with state and local priorities, establishing the foundation for continuous improvement in student achievement and district success. The superintendent also works collaboratively with the Board of Education to define and establish district priorities, ensuring a shared focus on advancing the district's mission and goals.

Practices (Indicators) :

The superintendent...

- Communicates the district's vision, mission, and goals clearly and consistently to all stakeholders, ensuring understanding and engagement across the community.
- Ensures that the district's identity—its vision, mission, values, and goals—drives decision-making and reflects the community's culture and aspirations.
- Facilitates the implementation of district strategic priorities informed by data and aligned with the Kentucky Board of Education and local priorities.
- Aligns financial resources with strategic goals to advance student learning and district improvement.
- Advocates for local, state, and national priorities to secure funding and influence policy aligned with the district's vision and mission.

Artifacts

1. District Improvement Plan

Implementation and impact checks.

- Agendas, updates, and "30-60-90-day" plans for tracking progress.
- Vision/mission work aligned with strategic goals.
- Evidence of staff understanding the district's direction.

2. Strategic Planning Documentation and Progress Reports

BOE retreat agendas, minutes, and work sessions.

- Policy revisions and alignment with strategic priorities.
- Goal-setting and monitoring using performance data.
- Superintendent's Professional Growth Plan (PGP).
- Documentation of advocacy efforts with policymakers and stakeholders.

3. Financial Plans Aligned with District Priorities

Financial reports and resource allocation are aligned with strategic goals.

- Capital improvement plans.
- Documentation of financial decisions supporting the improvement plan and strategic plan.
- Evidence of collaboration with stakeholders to secure resources and funding.



THE SCHOOL LEADERS ASSOCIATION

THE UPDATED SUPERINTENDENT STANDARDS