

## Standards for WELS School Principals

### Domain I: Spiritual Leadership

STANDARD ONE: An effective Lutheran school principal is a person of faith.

- a. Understands and follows doctrines of the Bible
- b. Accepts the Bible as the absolute truth in matters of faith and life
- c. Models faith both personally and professionally
- d. Displays Christ-like love for all
- e. Is a spiritual leader to faculty, staff, students, families, and, if applicable, within the associated congregation
- f. Acts with integrity, fairness, and ethics

STANDARD TWO: An effective Lutheran school principal fosters a Christ-centered vision for the spiritual and academic success of all children under his care

- a. Collaboratively develops and implements a shared vision and mission
- b. Articulates, implements, and guards the vision
- c. Collects and uses data to identify goals, assess organizational effectiveness, and promote organizational learning
- d. Creates and implements plans to achieve goals
- e. Promotes continuous and sustainable improvement
- f. Monitors and evaluates progress and revise plans

### Domain II: Instructional Leadership

STANDARD THREE: An effective Lutheran school principal knows how to teach.

- a. Understands and utilizes the Wisconsin Ev. Lutheran Synod (WELS) Teaching Standards
- b. Understands the developmental needs of children
- c. Designs and implements differentiated instruction and culturally relevant pedagogy to meet learner needs
- d. Has command of a variety of learning theories and instructional methods
- e. Employs good classroom management
- f. Plans and organizes systematic instruction to meet students' diverse needs and accomplish learning outcomes
- g. Uses informal and formal assessment strategies to measure student progress

STANDARD FOUR: An effective Lutheran school principal fosters a culture of student spiritual growth and academic achievement.

- a. Creates a climate in which all reflect Christ's love and strive for excellence in using His gifts

- b. Develops, monitors, and sustains a Christ-centered curricular and instructional school program together with the faculty
- c. Maximizes school time spent on quality instruction
- d. Advocates for and fosters affirmation, respect, and inclusion of a diverse student body
- e. Promotes the use of technology to support teaching and learning

STANDARD FIVE: An effective Lutheran school principal enables, supports, and coaches teachers and staff to faithfully serve God's people through the growth and use of their gifts

- a. Guides the development of beginning teachers
- b. Uses formative supervision to guide teacher performance toward improved student learning.
- c. Communicates teacher and staff performance through summative evaluations
- d. Works collaboratively with teachers to design comprehensive professional growth plans
- e. Builds teacher capacity to carry out a Christ-centered vision and curricular goals through planned programs of collaborative, sustained, and job-embedded professional development
- f. Develops and maintains a shared faculty Christian culture of trust, collaboration, reflection, and professionalism around student learning.
- g. Effectively communicates with faculty and staff.

### **Domain III: Administrative Leadership**

STANDARD SIX: An effective Lutheran school principal wisely manages the school facilities and resources for a safe, efficient, organized, and effective learning environment.

- a. Organizes the environment to support quality instruction and student learning
- b. Monitors building operations
- c. Obtains, allocates, aligns, and efficiently utilizes human, fiscal, and technological resources
- d. Promotes and protects the welfare and safety of students and staff
- e. Uses distributive leadership strategies that recognize and utilize the many gifts God gives to his church
- f. Supports and works closely with the school's governing board

### **Domain IV: Community Leadership**

STANDARD SEVEN: An effective Lutheran school principal reaches out to and engages the school, congregation, synod, and local community.

- a. Builds and sustains Christ-centered relationships with students, families, caregivers, congregation, and community

- b. Engages families and the local congregation in school decision making as appropriate
- c. Collects and analyzes data and information to understand and to respond to the needs of the school's environment
- d. Utilizes community and synod resources to carry out the school's mission
- e. Promotes the school among school families and within the congregation and community
- f. Promotes understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources
- g. Works cooperatively with synod agencies
- h. Participates in district and synodical responsibilities

STANDARD EIGHT: An effective Lutheran school principal understands both the local and broader context in which the school exists.

- a. Serves as an advocate for children, families, and caregivers
- b. Acts to influence congregational, syndical, local, state, and national decisions affecting student learning Lutheran education
- c. Assesses, analyzes, and anticipates emerging trends and initiatives in order to adapt leadership strategies

**WELS Principal Standards Compared to Interstate School Leaders Licensure Consortium (ISLCC) Standards**

WELS Principal Standards (2012)	ISLCC Standards (2008)
<p><b>Standard 1</b></p> <p><b>An effective Lutheran school principal is a person of faith.</b></p> <ul style="list-style-type: none"> <li>a. Understands and follows doctrines of the Bible</li> <li>b. Accepts the Bible as the absolute truth in matters of faith and life</li> <li>c. Models faith both personally and professionally</li> <li>d. Displays Christ-like love for all</li> <li>e. Is a spiritual leader to faculty, staff, students, families, and, if applicable, within the associated congregation</li> <li>f. Acts with integrity, fairness, equity, and ethics</li> </ul>	<p><b>Standard 5</b></p> <p><b>An education leader promotes the success of every student by acting with integrity, fairness, and in an ethical manner.</b></p> <ul style="list-style-type: none"> <li>a. Ensure a systems of accountability for every student's academic and social success</li> <li>b. Model principles of self-awareness, reflective practice, transparency, and ethical behavior</li> <li>c. Safeguard the values of democracy, equity, and diversity</li> <li>d. Consider and evaluate the potential moral and legal consequences of decision-making</li> <li>e. Promote social justice and ensure that individual student needs inform all aspects of schooling</li> </ul>
<p><b>Standard 2</b></p> <p><b>An effective Lutheran school principal fosters a Christ-centered vision for the spiritual and academic success of all children under his care</b></p> <ul style="list-style-type: none"> <li>a. Collaboratively develops and implements a shared vision and mission</li> <li>b. Articulates, implements, and guards the vision</li> <li>c. Collects and uses data to identify goals, assess organizational effectiveness, and promote organizational learning</li> <li>d. Creates and implements plans to achieve goals</li> </ul>	<p><b>Standard 1</b></p> <p><b>An education leader promotes the success of every student by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all stakeholders</b></p> <ul style="list-style-type: none"> <li>a. Collaboratively develop and implement a shared vision and mission</li> <li>b. Collect and use data to identify goals, assess organizational effectiveness, and promote organizational learning</li> <li>c. Create and implement plans to achieve goals</li> </ul>

<ul style="list-style-type: none"> <li>e. Promotes continuous and sustainable improvement</li> <li>f. Monitors and evaluates progress and revise plans</li> </ul>	<ul style="list-style-type: none"> <li>d. Promote continuous and sustainable improvement</li> <li>e. Monitor and evaluate progress and revise plans</li> </ul>
<p><b>Standard 3</b></p> <p><b>An effective Lutheran school principal knows how to teach.</b></p> <ul style="list-style-type: none"> <li>a. Understands and utilizes the Wisconsin Ev. Lutheran Synod (WELS) Teaching Standards</li> <li>b. Understands the developmental needs of children</li> <li>c. Has command of a variety of learning theories</li> <li>d. Employs good classroom management</li> <li>e. Implements a variety of instructional methods and assessments</li> <li>f. Designs and implements differentiated instruction to meet learner needs</li> <li>g. Uses culturally relevant pedagogy.</li> </ul>	<p><b>Standard 2</b></p> <p><b>An educational leader promotes the success of every student by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development.</b></p> <ul style="list-style-type: none"> <li>a. Nurture and sustain a culture of collaboration, trust, learning, and high expectations</li> <li>b. Create a comprehensive, rigorous, and coherent curricular program</li> <li>c. Create a personalized and motivating learning environment for students</li> <li>d. Supervise instruction</li> <li>e. Develop assessment and accountability systems to monitor student progress</li> <li>f. Develop the instructional and leadership capacity of staff</li> </ul>
<p><b>Standard 4</b></p> <p><b>An effective Lutheran school principal fosters a culture of student spiritual growth and academic achievement.</b></p> <ul style="list-style-type: none"> <li>a. Creates a climate in which all reflect Christ's love and strive for excellence in using His gifts</li> <li>b. Develops, monitors, and sustains a Christ-centered curricular and instructional school program together with the faculty</li> </ul>	

<ul style="list-style-type: none"> <li>c. Maximizes time spent on quality instruction</li> <li>d. Advocates for and fosters affirmation, respect, and inclusion of a diverse student body</li> <li>e. Promotes the use of technology to support teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>g. Maximize time spent on quality instruction</li> <li>h. Promote the use of the most effective and appropriate technologies to support teaching and learning</li> <li>i. Monitor and evaluate the impact of the instructional program</li> </ul>
<p><b>Standard 5</b></p> <p><b>An effective Lutheran school principal enables, supports, and coaches teachers and staff to faithfully serve God’s people through the growth and use of their gifts</b></p> <ul style="list-style-type: none"> <li>1. Guides the development of beginning teachers</li> <li>2. Uses formative assessment practices to improve instruction and to build teacher and staff capacity</li> <li>3. Communicates teacher and staff performance through summative evaluations</li> <li>4. Works collaboratively with teachers to design comprehensive professional growth plans</li> <li>5. Builds teacher capacity to carry vision and curricular goals through planned programs of collaborative, sustained, and job-embedded professional development</li> <li>6. Develops and maintains a shared faculty culture of trust, collaboration, reflection, and professionalism around student learning.</li> </ul>	

<p><b>Standards 6</b></p> <p><b>An effective Lutheran school principal wisely manages the school facilities and resources for a safe, efficient, organized, and effective learning environment.</b></p> <ul style="list-style-type: none"> <li>a. Organizes the environment to support quality instruction and student learning</li> <li>b. Monitors building operations</li> <li>c. Obtains, allocates, aligns, and efficiently utilizes human, fiscal, and technological resources</li> <li>d. Promotes and protects the welfare and safety of students and staff</li> <li>e. Uses distributive leadership strategies that recognize and utilize the many gifts God gives to his church</li> <li>f. Supports and works closely with the school’s governing board</li> </ul>	<p><b>Standard 3</b></p> <p><b>An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.</b></p> <ul style="list-style-type: none"> <li>a. Monitor and evaluate the management and operational systems</li> <li>b. Obtain, allocate, align, and efficiently utilize human fiscal, and technological resources</li> <li>c. Promote and protect the welfare and safety of students and staff</li> <li>d. Develop the capacity for distributed leadership</li> <li>e. Ensure teacher and organizational time is focused to support quality instruction and student learning</li> </ul>
<p><b>Standard 7</b></p> <p><b>An effective Lutheran school principal reaches out to and engages the school, congregation, and local community.</b></p> <ul style="list-style-type: none"> <li>a. Builds and sustains Christ-centered relationships with students, families, caregivers, congregation, and community</li> <li>b. Engages families and the local congregation in school decision making as appropriate</li> <li>c. Collects and analyzes data and information to understand and</li> </ul>	<p><b>Standard 4</b></p> <p><b>An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.</b></p> <ul style="list-style-type: none"> <li>a. Collect and analyze data and information pertinent to the educational environment</li> <li>b. Promote understanding, appreciation, and use of the</li> </ul>

<p>to respond to the needs of the school's environment</p> <ul style="list-style-type: none"> <li>d. Utilizes community and synod resources to carry out the school's mission</li> <li>e. Promotes the school among school families and within the congregation and community</li> <li>f. Promotes understanding, appreciation, and use of the community's diverse cultural, social, and intellectual resources</li> <li>g. Works cooperatively with synod agencies</li> </ul>	<p>community's diverse cultural, social, and intellectual resources</p> <ul style="list-style-type: none"> <li>c. Build and sustain positive relationships with families and caregivers</li> <li>d. Build and sustain productive relationships with community partners</li> </ul>
<p><b>Standard 8</b></p> <p><b>An effective Lutheran school principal understands both the local and broader context in which the school exists.</b></p> <ul style="list-style-type: none"> <li>a. Serves as an advocate for children, families, and caregivers</li> <li>b. Acts to influence congregational, syndical, local, state, and national decisions affecting student learning</li> <li>c. Assesses, analyzes, and anticipates emerging trends and initiatives in order to adapt leadership strategies</li> </ul>	<p><b>Standard 6</b></p> <p><b>An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.</b></p> <ul style="list-style-type: none"> <li>a. Advocate for children, families, and caregivers</li> <li>b. Act to influence local, district, state, and national decisions affecting student learning</li> <li>c. Assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies</li> </ul>