Georgia FIP
The Keys to Student Success for Leaders

How Does Georgia FIP Align to the Leader Assessment on Performance Standards (LAPS)?

Georgia FIP is designed to enhance knowledge and use of formative instructional practices through seven online learning modules that align to LAPS.

Leader Assessment on Performance Standards *Note: Performance indicators are not inclusive and should not be used as a checklist.*	Formative Instructional Practices Online Learning Modules						
	Module 1	Module 2	Module 3	Module 4	Module 5	Module 6	Module 7
1. Instructional Leadership: 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.							
1.1 Articulates a vision and works collaboratively with staff, students, parents, and other stakeholders to develop a mission and programs consistent with the district's strategic plan.						✓	
1.2 Analyzes current academic achievement data and instructional strategies to make appropriate educational decisions to improve classroom instruction, increase student achievement, and improve overall school effectiveness.			✓	✓		✓	✓
1.3 Uses student achievement data to determine school effectiveness and directs school staff to actively analyze data for improving results.			✓			✓	
1.4 Monitors and evaluates the effectiveness of instructional programs to promote the achievement of academic standards.			✓			✓	
1.5 Possesses knowledge of and directs school staff to implement research-based instructional best practices in the classroom.		✓	✓	✓	✓	✓	
1.6 Provides leadership for the design and implementation of effective and efficient schedules that maximize instructional time.						✓	
1.7 Works collaboratively with staff to identify needs and to design, revise, and monitor instruction to ensure effective delivery of the required curriculum.		✓	✓	✓	✓	✓	✓
1.8 Provides the focus for continued learning of all members of the school community.						✓	✓
2. School Climate: The leader promotes the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.							
2.1 Incorporates knowledge of the social, cultural, leadership, and political dynamics of the school community to cultivate a positive academic learning environment.						✓	
2.2 Consistently models and collaboratively promotes high expectations, mutual respect, concern, and empathy for students, staff, parents, and community.						✓	
2.3 Utilizes shared decision-making to build relationships with all stakeholders and maintain positive school morale.						✓	
2.4 Maintains a collegial environment and supports the staff through the stages of the change process.						✓	✓
2.5 Develops and/or implements a Safe School Plan that manages crisis situations in an effective and timely manner.							
2.6 Involves students, staff, parents, and the community to create and sustain a positive, safe, and healthy learning environment which reflects state, district, and local school rules, policies, and procedures.						✓	✓
2.7 Develops and/or implements best practices in school-wide behavior management that are effective within the school community.					✓	✓	✓
2.8 Communicates behavior management expectations regarding behavior to students, teachers, and parents.					✓	✓	✓
3. Planning and Assessment: The leader effectively gathers, analyzes, and uses a variety of data to inform planning and decision-making consistent with established guidelines, policies, and procedures.							
3.1 Leads the collaborative development of a shared vision for educational improvement and of a plan to attain that vision.						✓	
3.2 Implements strategies for the inclusion of staff and stakeholders in various planning processes.						✓	
3.3 Supports the district's mission by identifying, articulating, and planning to meet the educational needs of students, staff, and other stakeholders.						✓	
3.4 Works collaboratively to develop and monitor progress toward achieving long- and short-range goals and objectives consistent with the school district's strategic plan.			✓			✓	✓
3.5 Collaboratively develops, implements, and monitors a school improvement plan that results in increased student learning.		✓	✓	✓	✓	✓	✓
3.6 Collaboratively plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement, and lead to school improvement.		✓	✓	✓	✓	✓	✓
3.7 Uses research-based techniques for gathering and analyzing data from multiple sources to use in making decisions related to the curriculum and school improvement.			✓			✓	
3.8 Monitors and evaluates the use of diagnostic, formative, and summative assessments to provide timely and accurate feedback to students and parents, and to inform instructional practices.			✓	✓		✓	✓
3.9 Uses assessment information in making recommendations or decisions that are in the best interest of the learner/school/district.			✓	✓		✓	✓
3.10 Assesses, plans for, responds to, and interacts with the larger political, social, economic, legal, and cultural context that affects schooling based on relevant evidence.						✓	
4. Organizational Management: The leader fosters the success of all students by supporting, managing, and overseeing the school's organization, operation, and use of resources.							
4.1 Demonstrates and communicates a working knowledge and understanding of Georgia public education rules, regulations, and laws, and school district policies and procedures.							
4.2 Establishes and enforces rules and policies to ensure a safe, secure, efficient, and orderly facility and grounds.							
4.3 Monitors and provides supervision efficiently for all physical plant and all related activities through an appropriately prioritized process.							
4.4 Identifies potential problems and deals with them in a timely, consistent, and effective manner.						✓	
4.5 Establishes and uses accepted procedures to develop short- and long-term goals through effective allocation of resources.						✓	
4.6 Reviews fiscal records regularly to ensure accountability for all funds.							
4.7 Plans and prepares a fiscally responsible budget to support the school's mission and goals.							
4.8 Follows federal, state, and local policies with regard to finances and school accountability and reporting.							
4.9 Shares in management decisions and delegates duties as applicable, resulting in a smoothly operating workplace.						✓	✓
5. Human Resources Management: The leader fosters effective human resources management through the selection, induction, support, and retention of quality instructional and support personnel.							
5.1 Screens, recommends, and assigns highly qualified staff in a fair and equitable manner based on school needs, assessment data, and local, state, and federal requirements.							
5.2 Supports formal building-level employee induction processes and mentoring procedures to support and assist all new personnel.						✓	
5.3 Provides opportunities for professional growth in leadership and continual improvement for all staff.	✓	✓	✓	✓	✓	✓	✓
5.4 Manages the supervision and evaluation of staff in accordance with local, state, and federal requirements.						✓	
5.5 Supports professional development and instructional practices that incorporate the use of achievement data, and results in increased student progress.	✓	✓	✓	✓	✓	✓	✓
5.6 Effectively addresses barriers to teacher and staff performance and provides positive working conditions to encourage retention of highly-qualified personnel.						✓	✓
5.7 Makes appropriate recommendations relative to personnel transfer, retention, and dismissal in order to maintain a high performing faculty.							
5.8 Recognizes and supports the achievements of effective teachers and staff and provides them opportunities for increased responsibility.				✓			
6. Teacher/Staff Evaluation: 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.							
6.1 Has a thorough understanding of the teacher and staff evaluation systems and understands the important role evaluation plays in teacher development.						✓	
6.2 Provides support, resources, and remediation for teachers and staff to improve job performance.	✓	✓	✓	✓	✓	✓	✓
6.3 Documents deficiencies and proficiencies and provides timely formal and informal feedback on strengths and weaknesses.	✓	✓	✓	✓	✓	✓	✓
6.4 Evaluates performance of personnel using multiple sources consistent with district policies and maintains accurate evaluations.			✓			✓	
6.5 Makes recommendations related to promotion and retention consistent with established policies and procedures and with student learning as a primary consideration.			✓	✓		✓	
6.6 Involves teachers and staff in designing and implementing best practices based on evaluation results which improve instructional practice leading to increased student achievement.		✓	✓	✓	✓	✓	✓
7. Professionalism: The leader fosters the success of students by demonstrating professional standards and ethics, engaging in continuous professional development, and contributing to the profession.							
7.1 Models respect, understanding, sensitivity, and appreciation.						✓	
7.2 Works within professional and ethical guidelines to improve student learning and to meet school, district, state, and federal requirements.						✓	
7.3 Maintains a professional appearance and demeanor.							
7.4 Models self-efficacy to staff.						✓	
7.5 Maintains confidentiality and a positive and forthright attitude.						✓	
7.6 Provides leadership in sharing ideas and information with staff and other professionals.						✓	✓
7.7 Works in a collegial and collaborative manner with other leaders, school personnel, and other stakeholders to promote and support the vision, mission, and goals of the school district.						✓	✓
7.8 Demonstrates the importance of professional development by providing adequate time and resources for teachers and staff to participate in professional learning (i.e., peer observation, mentoring, coaching, study groups, learning teams).	✓	✓	✓	✓	✓	✓	✓
7.9 Evaluates the impact professional development has on the staff/school/district improvement and student achievement.	✓	✓	✓	✓	✓	✓	✓
7.10 Assumes responsibility for own professional development by contributing to and supporting the development of the profession through service as an instructor, mentor, coach, presenter and/or researcher.	✓	✓	✓	✓	✓	✓	✓
7.11 Remains current with research related to educational issues, trends, and practices.						✓	
7.12 Maintains a high level of technical and professional knowledge.						✓	
7.13 Fulfills contractual obligations and assigned duties in a timely manner; participates in other meetings and activities in accordance with district policy.							
8. Communication and Community Relations: The leader fosters the success of all students by communicating and collaborating effectively with stakeholders.							
8.1 Plans for and solicits staff, parent, and stakeholder input to promote effective decision-making and communication when appropriate.						✓	
8.2 Disseminates information to staff, parents, and other stakeholders in a timely manner through multiple channels and sources.						✓	
8.3 Involves students, parents, staff and other stakeholders in a collaborative effort to establish positive relationships.				✓	✓	✓	✓
8.4 Maintains visibility and accessibility to students, parents, staff, and other stakeholders.						✓	
8.5 Speaks and writes in an explicit and professional manner to students, parents, staff, and other stakeholders.						✓	
8.6 Provides a variety of opportunities for parent and family involvement in school activities.							
8.7 Collaborates and networks with colleagues and stakeholders to effectively utilize the resources and expertise available in the local community.							