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DRAFT created to be used for the 2014 Improving Data, Improving Outcomes Conference

***Leadership and DEC Recommended Practices: Influencing people to achieve great things***

| **DEC Recommended Practices - Leadership** | **How am I doing as a leader?** | | | | |
| --- | --- | --- | --- | --- | --- |
| **1**  **You’re kidding, right?** | **2** | **3**  **Not there yet, but working on it.** | **4** | **5**  **Definitely, You bet!** |
| **Leadership** |  |  |  |  |  |
| L1. Leaders create a culture and a climate in which practitioners feel a sense of belonging and want to support the organization’s mission and goals. |  |  |  |  |  |
| L2. Leaders promote adherence to and model the DEC Code of Ethics, DEC Position Statements and Papers, and the DEC Recommended Practices. |  |  |  |  |  |
| L3. Leaders develop and implement policies, structures, and practices that promote shared decision making with practitioners and families. |  |  |  |  |  |
| L4. Leaders belong to professional association(s) and engage in ongoing evidence-based professional development. |  |  |  |  |  |
| L5. Leaders advocate for policies and resources that promote the implementation of the DEC Position Statements and Papers and the DEC Recommended Practices. |  |  |  |  |  |
| L6. Leaders establish partnerships across levels (state to local) and with their counterparts in other systems and agencies to create coordinated and inclusive systems of services and supports. |  |  |  |  |  |
| L7. Leaders develop, refine, and implement policies and procedures that create the conditions for practitioners to implement the DEC Recommended Practices. |  |  |  |  |  |
| L8. Leaders work across levels and sectors to secure fiscal and human resources and maximize the use of these resources to successfully implement the DEC Recommended Practices. |  |  |  |  |  |
| L9. Leaders develop and implement an evidence-based professional development system or approach that provides practitioners a variety of supports to ensure they have the knowledge and skills needed to implement the DEC Recommended Practices. |  |  |  |  |  |
| L10. Leaders ensure practitioners know and follow professional standards and all applicable laws and regulations governing service provision. |  |  |  |  |  |
| L11. Leaders collaborate with higher education, state licensing and certification agencies, practitioners, professional associations, and other stakeholders to develop or revise state competencies that align with DEC, Council for Exceptional Children (CEC), and other national professional standards. |  |  |  |  |  |
| L12. Leaders collaborate with stakeholders to collect and use data for program management and continuous program improvement and to examine the effectiveness of services and supports in improving child and family outcomes. |  |  |  |  |  |
| L13. Leaders promote efficient and coordinated service delivery for children and families by creating the conditions for practitioners from multiple disciplines and the family to work together as a team. |  |  |  |  |  |
| L14. Leaders collaborate with other agencies and programs to develop and implement ongoing community-wide screening procedures to identify and refer children who may need additional evaluation and services. |  |  |  |  |  |