

Ethical leadership fosters a learning environment for both students and teachers by providing a foundation built on honesty, trust, compassion, and courageousness. Effective administrators must be able to listen and communicate successfully with their staff as well as their students at the building level and maintain connections with district level officials. Ethically responsive leaders must be prepared to address situations regarding students and staff at both building and district levels. Situations may arise which will command our administrators and our teachers to consider aspects of the Guilly Rubric.

The Guilly Rubric addresses the values and beliefs in question, those affected, it helps to determine what is best for all involved, the possible effects and future ramifications for all involved, the legal effects, the overall fairness, and the ability to demonstrate respect for all involved. The Guilly Rubric helps to evaluate situations in which administrators must assess and put into motion thoughtful reactions. Strong administrators must be consciences of the decisions they make and their lasting impacts.

It is important as ethical administrators to lead by example and to address individuals whom fail to follow an ethical approach to situations. It is vitally important to initiate, install, and update a crisis plan, which will help to limit any questions or concerns when faced with an emergency. As ethically responsible leaders, we must evaluate and reflect on the outcomes of our decisions; ensuring students consideration in the highest regard. This ranges from grading criteria in the classroom to transportation to and from our schools. Students and their learning are our most important aspects of our buildings.

By providing a learning environment, which considers ethics, the learning environment will include all students and their individual needs. This helps to alleviate the strains between

race, gender identity, sexual orientation, geographic location, social-economic standing, and learning styles. It is important for all students to have equal opportunity to their free and appropriate educational and their rights as citizens. It is important for effective and ethical leaders to prepare our diverse student populations for the globally skilled workforce of tomorrow.

By constructing an ethically responsive building, students and staff will feel cared for and will be in a fundamentally sound and trusting relationship with the effective leader. Engaging in a trusting relationship with co-workers and followers creates a comfortable and productive work environment. The leader acknowledges staff and student differences by fostering a learning environment with which students and staff are in open communication. This allows leaders to make changes when issues arise.

In my experience, it is best to include all stakeholders in matters of issues or changes. This may take the form of transparency or inclusiveness into the subject matter. At times, allowing others to voice their concerns and suggestions will provide leaders with different points of view and helps to limit dilemmas between staff. I am in constant communication with outside agencies, district liaisons, educators, parents, and students when making lasting decisions in order to maximize the impact for students. When making these decisions, I ensure we are within legal parameters and trust my coworkers to follow through appropriately. For example, when I became aware of two teachers teaching over their course load per their employee contracts, I had to make a decision about how to remedy the situation. I met with each teacher to understand the situation and learned they were teaching an extra class because this was the only option available to them. I trusted administration would support my solution to the problem, while keeping my

supervisor informed, I was able to secure additional funding to ensure the teachers would be paid for their additional class.

Effective leaders are responsive to the changing demands of their buildings and the followers within it. We are in open communication with our staff and students, providing and receiving honest and genuine feedback. Our students deserve a learning environment, which provides a safe and productive education to foster caring and creative citizens.