

Standards and Expectations—Types and Examples

We live in a world of standards and expectations, and high performance starts with knowing what success looks like and what is expected. Yet, why do so few people know what their own expectations are? This resource is for the purpose of knowing these expectations and then ensuring employees know what is expected so they can commit, deliver, and focus. It offers a visual representation of all the *expectations* of our work—their importance, the different types, and examples of uncommunicated expectations and organizational and internal standards in education.

Why This Is Important	Performance and Productivity	Motivation, Engagement, and Retention	Accountability to Self and Others	Consistency and Fairness
Type of Expectations	Functional: Tasks and metrics	Emotional: The work environment	Relational: The team’s collective expectations	
Examples of Uncommunicated Crucial Standards and Expectations	<ul style="list-style-type: none">• Communication protocols• Quality of work• Professional behavior• Team collaboration• Time management• Use of resources			
Examples of Organizational Standards and Expectations in Education	<ul style="list-style-type: none">• Board policies• Federal, state (or provincial), and local requirements• State (or provincial) and local curricula	<ul style="list-style-type: none">• Mission, vision, values, and goals• Core values and ethics• Continuous growth of students and staff	<ul style="list-style-type: none">• National standards in mathematics, science, reading, writing, and so on	<ul style="list-style-type: none">• Contractual agreements
Examples of Internal Standards and Expectations in Education	<ul style="list-style-type: none">• Contractual agreements• Job descriptions• Assessment documents• Curriculum design• Classroom management	<ul style="list-style-type: none">• Campus handbook• Principles of leadership• Salary and advancement scales• Collaboration with and within teams	<ul style="list-style-type: none">• Strategic and campus plans• Assessment documents• Discipline handbook• Lesson plan procedures• Best practice strategies	<ul style="list-style-type: none">• Requirements and procedures for the entity• Norms and working agreements• Core values• Dress codes• Safe and trusting environments

Source: Adapted from Kee, K., Anderson, K., Dearing, V., & Shuster, F. (2017). Results Coaching next steps: Leading for growth and change. Corwin Press.