

SCHOOL LEADERSHIP COMPETENCIES

Core Competency	Elements of Competency
<p>Personal Leadership Fosters a culture of excellence through personal leadership</p>	<ul style="list-style-type: none"> • Believes all students can achieve at high levels. Articulates a clear vision and goals for high student achievement. • Holds self and others accountable for student learning. • Strategically aligns leadership behaviors with stated values and goals to drive required change. Develops strategic plans with effective solutions. Adapts appropriately to situation, audience, and needs. • Influences others to achieve results. Builds strong relationships based on mutual respect, trust, and empathy. • Communicates clearly and appropriately for the audience and message. • Demonstrates self-awareness and a commitment to ongoing learning. Welcomes and acts on performance feedback. • Demonstrates emotional fortitude and perseveres in the face of obstacles.
<p>Data Uses data to set high learning goals and increase student achievement</p>	<ul style="list-style-type: none"> • Demonstrates ability to understand and analyze data from multiple sources. • Uses data to identify student learning trends, set goals, monitor and modify instruction, and increase student achievement. • Develops school culture and practices that rely on data to inform adult learning, professional development, and decision-making.
<p>Curriculum and Instruction Leverages deep knowledge of curriculum, instruction and assessment to improve student learning</p>	<ul style="list-style-type: none"> • Develops, implements, and evaluates rigorous curricula to accelerate learning for all students. • Supports teachers in using effective instructional strategies to meet students' diverse learning needs. • Regularly assesses student learning and ensures the provision of specific, timely feedback to teachers and students. • Aligns standards, curricula, instructional strategies, and assessment tools.
<p>Staff and Community Develops staff, appropriately shares leadership, and builds strong school communities</p>	<ul style="list-style-type: none"> • Recruits and selects effective teachers. • Improves classroom teaching by setting clear expectations and observing, coaching, and evaluating teachers and staff. • Supports the development of all teachers. Stimulates and retains high performers, mentors early career teachers, challenges low performers to improve, and dismisses poor performers who do not improve. • Builds strong teams, develops leadership capacity among staff, and shares responsibilities appropriately. • Establishes systems that promote learning, collaboration, and communication throughout the school. • Listens effectively to families, students, and the school community. Proactively engages the school community around the school's learning goals.
<p>Resources and Operations Manages resources and operations to improve student learning</p>	<ul style="list-style-type: none"> • Develops and implements systems and processes to ensure effective operations that support student learning. • Manages time in relation to student learning priorities. Brings projects to completion. • Allocates and manages budgets and resources effectively in support of learning goals. • Aligns youth development and support services around academic goals.