

# Leadership Competencies

Collaboration	Actively solicits and utilizes input from teachers/staff, accommodates and includes teachers/staff in the decision making process, and successfully works with all relevant stakeholders (teachers, staff, board, parents, etc.). Encourages and fosters a culture of collaboration.
Managing Vision and Purpose	Clearly communicates a compelling vision for the future of the school, and influences and inspires others towards that vision. Expresses optimism and highlights future opportunities. Mobilizes others to contribute to the school's vision and purpose.
Change Leadership	Implements and supports the school through changes (policies, procedures, practices, and environments). Supports and encourages diversity, new ideas, and outside-of-the-box thinking. Demonstrates a high tolerance for uncertainty and ambiguity.
External/Strategic Perspective	Considers all relevant information when making a decision and developing a strategic approach (including the external environment/economic situation and factors outside of the school). Anticipates future consequences and trends. Uses relevant information to make sound and logical decisions and develop a clear strategy.
Leading Teams and Developing People	Ensures faculty and staff perform at an optimal level by outlining clear performance expectations and providing constructive and tactful feedback. Coaches teachers and staff, providing guidance and support. Shares relevant information and best practices with teachers and staff. Drives talent management practices recruits, selects, and develops team members.
Drive for Results	Monitors effectiveness of school practices and the impact on student learning. Establishes and drives for goals and monitors the effectiveness and adapts/revisits goals as needed. Accurately prioritizes despite competing demands. Holds self and others accountable for achieving results.
Emotional Intelligence	Shows awareness of own feelings, as well as the feelings of teachers, staff, parents, students and other members of the educational community. Addresses conflict in an environment of openness and trust. Asks open-ended questions and summarizes key points. Demonstrates empathy when talking to parents, teachers, and staff.
Caring for Children	Demonstrates a genuine and empathetic approach when interacting with children and adapts approach to effectively interact with children of all ages. Prioritizes students' needs and perspectives when making decisions and acts as a steward for the student experience.
Cultural Leadership	Creates an equitable and efficacious culture where all students are valued and held to high expectations. Models and builds cultural competence in staff and students. Develops a clear mission and vision as well as behavioral norms that promote a culture that values diversity and equality.
Instructional Leadership	Is able to recognize and coach teachers in constructive efforts to improve teaching effectiveness.
Ethics	Clear personal standards of right from wrong. Courage of conviction. Willing to make difficult decisions even when unpopular.