SBISD's Competency Mapping
Six Key Domains

SBISD has identifed six key domains for all core competencies.

Growth & Development
Thoughtfully engages with the SBISD Community in a mutually respectful, collaborative, and inclusive manner.

Culture & Community
Leverages processes, people and technology to pursue individual, team, and district goals and objectives.

Operations, Systems & Planning
Actively seeks opportunity to build the expertise, in oneself and others, needed to thrive as a professional.

Leadership
Works purposefully and strategically to achieve individual, team and district goals.

Instructional Leadership
Serves as a highly effective instructional leader for students and team members.

Core Values
Our core values are central to the way staff engage with students, their work, community members and each other.

Spring Branch ISD

Competency Maps identify key competencies for employees in our school system (and/or job in our school system).

SBISD incorporates these competencies throughout various processes (i.e. evaluation, training, recruitment). It's critical for all employees to understand these competencies and the domains.

Every Child
Collective Greatness
Collaborative Spirit
Limitless Curiosity
Moral Compass

Academic Vision & Goals

Data-Driven

Growth Mindset
Cultural & Political Competence
Integrity
Decision-Making
Change Leadership
Motivation
Courage

A **competency** is defined as a behavior (i.e. communication, leadership) rather than a skill or ability.

Talent Recruitment
Retention, Development & Evaluation

Fiscal Management
Strategic Planning
Maximized Learning
Resource Alignment
Policy Implementation
Advocacy

Student-Centered Environment
Clear Expectations & Student Support
Community Engagement
Visibility