

Leading the EC Way

Categories	Powered by People		Strengthened by Systems		Driven by Results	
Competencies	Builds Relationships	Effective Communicator	Cultivates Culture	Actualizes Compelling Vision	Continuous Growth	Impact Focused
Descriptions	Creates a safe and trusting environment where collaboration and continuous growth for all stakeholders prospers so that the best possible student outcomes can be achieved for the East Central Community	Listens and responds to stakeholders with emphatic, truthful, and transparent feedback, ensuring that all have the opportunity to embrace current practices geared to improve student outcomes for the East Central Community	Cultivates an inclusive and caring culture that embraces a sense of belonging, openness and endless possibilities for all stakeholders so that all students are provided with the best possible student outcomes for the East Central Community	Champions a purpose-driven, efficient, sustainable, student-centered vision through honest and consistent messaging that builds consensus that is focused on the best possible student outcomes for the East Central Community	Sets high standards, then develops, implements, and uses feedback to adapt and adjust efficient systems and structures leading to the best possible student outcomes for the East Central Community	In order to achieve impact, attracts and retains high quality staff; develops their skills, and ensures all are continuously motivated to improve their performance and produce the best possible student and district outcomes.
Behaviors	<p>Empathetic Presumes positive intent and understands that it takes multiple perspectives and points of view to achieve high quality results</p> <p>Trustworthy Creates a safe environment where people, thoughts and ideas are welcomed, valued, and utilized to improve student achievement</p> <p>Builds Collaborative Partnerships Develops and promotes internal and external partnership through personal relationships; solicits input and feedback</p> <p>Visible & Accessible Is present and approachable to the school community</p>	<p>Active Listener Demonstrates that communication is two-way; listens to diverse perspectives and uses them to drive decision making and produce desired results</p> <p>Preserves Confidentiality & Professionalism Protects information and maintains professionalism</p> <p>Transparent Is open, honest, genuine in communications; communicates with no hidden agenda</p> <p>Clarity & Accuracy Provides clear and concise communications and expectations; responds consistently and accurately</p> <p>Demonstrates Emotional Intelligence Exhibits self-awareness and the ability to leverage and manage personal emotions, behaviors, and mindsets in positive ways with the school community</p>	<p>Humble & Authentic Coachable, and all actions are genuine, aligned, and build to the vision; models EC expectations</p> <p>Understands and Engages Community Recognizes, understands, and embraces the current culture prior to making changes; seeks stakeholder input</p> <p>Inclusive Brings the community together, creating opportunities for all to genuinely engage and participate</p> <p>Recognizes Success Celebrates staff, students, and community who model expectations and behavior's reflecting EC values</p> <p>Fosters Culture Develops a culture of safety, collective responsibility, and accountability</p>	<p>Develops Vision Assesses current and future needs, plans key action steps (short and long term), aligns implementation plans to the vision, efficiently and prompts sustainable success for all students</p> <p>Clearly Articulates Vision Communicates a clear vision (both the whole and parts), gets stakeholders engaged and excited; provides consistent and on-going communication</p> <p>Promotes Shared Ownership Brings stakeholders together to gather and utilize feedback to ensure all stakeholders are represented and connected to the execution of the vision</p> <p>Flexible Drives the evolution of the vision to meet the growth and ever-changing needs of the district and its stakeholders</p> <p>Institutionalizes Vision Utilizes skills, resources, motivators, and fidelity to achieve optimal implementation that is written, posted, and communicated</p>	<p>Growth Mindset Demonstrates growth as an ongoing, cyclical process; ensures that instructional practices implemented are current, effective, and relevant</p> <p>Data-informed Transparent in the use of multiple, purposeful data points and literature to inform practices; engages teams in solutions driven discussions</p> <p>Coaches and Develops Others Identifies strengths, assists staff to see potential, provides actionable next steps and follows-up to determine additional areas of support</p> <p>Seeks Feedback Seeks feedback and is self-reflective of mental models in an effort to improve practices; supports individual growth and development by providing regular feedback</p> <p>Provides Appropriate Support Ensures the efficient and appropriate allocation, support, and flexible use of resources to achieve goals with fidelity</p>	<p>Holds High Expectations Establishes and upholds performance expectations for all staff and programs; demonstrates a high level of accountability for self, others, & program results</p> <p>Sets and Meets Goals Establishes realistic and measurable short and midterm goals aligned to ECISD's vision and mission then empowers stakeholders to meet them</p> <p>Builds Capacity Provides opportunities for others to take on leadership responsibilities; fosters systems of shared leadership</p> <p>Monitors & Adjusts Monitors and adapts quickly and responsively; anticipates challenges and leverages effective problem solving strategies</p> <p>Results Orientation Relentless focus; seeks to achieve results</p>