Aspiring Leaders Program

- **School Leader as Instructional Leader**
    - Creates a culture where data analysis is at the culture of all decisions
    - Monitors progress of teachers and staff by conducting formative and summative assessment in measuring teacher effectiveness (observation)
    - Committed to providing ongoing professional development which will improve teacher practice
    - Creates processes which protect teachers from disruption of instruction and preparation time

- **School Leader as Transformational Leader for School Culture and Climate**
    - Plans strategically and aligns a school vision, mission, and goals around personalized student success and District goals
    - Develops a culture of collaboration to build capacity in other educators and leaders within the school community
    - Systematically guides staff through the change process to positively impact the culture and performance of the school
    - Utilizes lessons from accomplishments and failures to positively impact the culture and performance of the school

- **School Leader as Leader for Equity and Excellence**
    - Holds all staff accountable for setting and achieving rigorous performance for all students
    - Diagnoses the state of the school and develops a clear plan to adjust its progress
    - Creates a racially and culturally proficient environment where diversity is valued and all students and adults thrive and achieve at high levels

- **School Leader as Chief Executive Officer of Resources and Operations**
    - Establishes systems from marshalling all available resources to better serve students, staff, and the school community
    - Establishes and implements clear expectations, structures, rules, and procedures for the safety of students and staff
    - Designs protocols and processes in order to comply with federal, state, and local mandates
    - Effectively and efficiently manages the complexity of human capital
    - Designs and utilizes various forms of formal and informal communication with all staff and school community

- **School Leader as Civic and Community Participant and Leader**

    - Designs structures and processes, which result in parent and community engagement, support, ownership for the school, and enrollment retention
    - Operates in a fair and equitable manner with personal and professional integrity
    - Supports continuous professional growth of self and others through practice and inquiry