



Portrait of a LEADER

Student-Centered Decision Making

Leaders intentionally update their knowledge and understand of district policies, as well as the state and federal policies and laws that guide schools. They make student-centered decisions based on these policies and laws, and on the realities, history, needs, hopes, and concerns of diverse communities in the local area. Leaders use this knowledge to design, implement, sustain and communicate effective systems, policies, and practices at their school site/department.

Building a Shared Vision

Leaders work together with each educational partner (students, families, staff, and community) to create and implement a plan with shared ownership for how each student will achieve their student learning goals. This plan is focused on equitable and learning outcomes, college and career readiness, academic and personal goals, it includes clear and intentional actions, and is consistently communicated to the school community.

Advancing Equity & Achievement

Leaders intentionally identify the complex historical problems that have limited the ability of schools to support the academic achievement of marginalized groups. The leader also reflects on their personal beliefs and unconscious biases that influences the practices in the current education system and their site/department. The leader works with each educational partner to identify the complex problems impacting student achievement and guides the collective planning and implementation of equitable, research-based, and sustainable systems, policies, and practices.

Facilitate Meaningful Instruction

Leaders believe that each student can achieve their learning goals. They guide and support the development of effective, research-based, culturally rich and diverse teaching and learning practices at their site/department. They ensure that each teacher/staff member is supported through high quality professional learning customized to the student's learning needs of their grade level and/or subject matter. The leader creates a collaborative culture with the staff, families, and community to support the learning goals of each student.

Fostering Community Trust

Leaders genuinely, actively, and regularly engage with diverse families and communities as partners in the shared work of educating students. To foster a trusting relationship, leaders listen empathetically to the families and communities they serve and take action in a manner that demonstrates they honor and embrace the knowledge, skills, and cultural wealth of their families and communities.

Nurturing Diversity

Leaders integrate the cultural beliefs, attitudes, and expressions of the diverse needs of each student in the school environment. Leaders promote behaviors, rules, and policies that shape a collective mindset to support each student group in achieving their learning goals. As a result, each student group develops a sense of belonging for being valued for who they are and motivated to learn.