



## LEADERSHIP QUALITIES OF A PRINCIPAL

*Boston Elementary*

SY2025-26

### 1. Instructional Leadership (Shared Vision of Teaching and Learning)

- Uses student achievement data to determine school effectiveness and directs school staff to actively analyze data for improving results.
- Monitors and evaluates the effectiveness of instructional programs to promote the achievement of academic standards.
- Provides leadership for the design and implementation of effective and efficient schedules that maximize instructional time.
- Works collaboratively with staff to identify needs and to design, revise, and monitor instruction to ensure effective delivery of the required curriculum.

### 2. School Climate (Environment Where All Stakeholders Thrive)

- Develops and/or implements a Safe School Plan that manages crisis situations in an effective and timely manner.
- Involves students, staff, parents, and the community to create and sustain a positive, safe, and healthy learning environment which reflects state, district, and local school rules, policies, and procedures.
- Develops and/or implements best practices in school-wide behavior management that are effective within the school community.

### 3. Planning and Assessment (Collect/Utilize Data for Decision-Making)

- Works collaboratively to develop and monitor progress toward achieving long- and short-range goals and objectives consistent with the school district's strategic plan.
- Collaboratively develops, implements, and monitors a school improvement plan that results in increased student learning.

### 4. Organizational Management (Maximize Resources to Increase Efficiency)

- Establishes and enforces rules and policies to ensure a safe, secure, efficient, and orderly facility and grounds.
- Identifies potential problems and deals with them in a timely, consistent, and effective manner.
- Establishes and uses accepted procedures to develop short- and long-term goals through effective allocation of resources.
- Shares in management decisions and delegates duties as applicable, resulting in a smoothly operating workplace.

### 5. Human Resources Management (Develops and Retains Quality Personnel)

- Screens, recommends, and assigns highly qualified staff in a fair and equitable manner based on school needs, assessment data, and local, state, and federal requirements.

- Supports professional development and instructional practices that incorporate the use of achievement data, and results in increased student progress.
- Effectively addresses barriers to teacher and staff performance and provides positive working conditions to encourage retention of highly-qualified personnel.
- Recognizes and supports the achievements of effective teachers and staff and provides them opportunities for increased responsibility.

#### 6. Teacher/Staff Evaluation (Consistent and Constructive Evaluations of Personnel)

- Provides support, resources, and remediation for teachers and staff to improve job performance.
- Evaluates performance of personnel using multiple sources consistent with district policies and maintains accurate evaluations.
- Involves teachers and staff in designing and implementing best practices based on evaluation results which improve instructional practice leading to increased student achievement.

#### 7. Professionalism (Exemplary Standard for School and Community)

- Models respect, understanding, sensitivity, and appreciation.
- Works in a collegial and collaborative manner with other leaders, school personnel, and other stakeholders to promote and support the vision, mission, and goals of the school district.
- Demonstrates the importance of professional development by providing adequate time and resources for teachers and staff to participate in professional learning (i.e., peer observation, mentoring, coaching, study groups, learning teams).
- Remains current with research related to educational issues, trends, and practices.

#### 8. Communication and Community Relations (Effectively Collaborates with All Stakeholders)

- Disseminates information to staff, parents, and other stakeholders in a timely manner through multiple channels and sources.
- Involves students, parents, staff and other stakeholders in a collaborative effort to establish positive relationships.
- Maintains visibility and accessibility to students, parents, staff, and other stakeholders.
- Collaborates and networks with colleagues and stakeholders to effectively utilize the resources and expertise available in the local community.