

How many years of experience and what types of experience in an educational setting do you think the new principal should have to successfully lead the school? ¿Cuántos años de experiencia y qué tipo de experiencia, en el ámbito educativo, cree que debería tener el nuevo director para dirigir con éxito la escuela?

- Strong knowledge of elementary education, particularly within Dual Language Immersion (DLI), ESOL, Title I, and diverse community settings.
- Proven instructional leadership and classroom teaching experience in pedagogy, curriculum, and raising academic performance through data-driven decisions.
- Effective communicator and relationship builder with staff, students, and parents; demonstrates fairness, empathy, and conflict-resolution skills.
- Quality of experience and leadership style, while being passionate, visionary, adaptable, and culturally aware.

Principals are responsible for overseeing the instructional program at the school. What qualities are important for the new principal to have to serve as the instructional leader for the school? Los directores son responsables de supervisar el programa de instrucción en la escuela. ¿Qué cualidades son importantes para que el nuevo director actúe como líder de instrucción para la escuela?

- Strong instructional background with firsthand classroom experience and deep knowledge of curriculum, pedagogy, and educational programs.
- Experience with IB (International Baccalaureate), Dual Language Immersion (DLI), and traditional programs, as well as an awareness of diverse student needs and cultural backgrounds.
- Data-driven and analytical mindset, able to interpret data to close achievement gaps, guide instruction, and monitor progress within an elementary school.
- Collaborative and team-oriented, valuing teacher voice, administrative input, and shared decision-making.
- Purpose-driven and passionate, inspiring a positive, student-centered school culture where everyone feels valued and motivated to excel.

Discipline management is an important component for creating a safe and welcoming school for staff and students. What qualities or experience do you think the new principal should have regarding discipline management? El manejo de la disciplina es un componente importante para crear una escuela segura y agradable para el personal y los estudiantes. ¿Qué cualidades o experiencia cree que debería tener el nuevo director con respecto al manejo de la disciplina?

Garden Hills ES: Leadership Profile

- Ensure teachers feel supported and protected physically, emotionally, and professionally when dealing with disruptive students.
- Create clear expectations and follow-through, so staff, students, and families understand boundaries and consequences while maintaining a positive school culture that promotes respect, safety, and accountability.
- Be hands-on and visibly active to help with repeat offenders rather than delegating discipline to others using restorative practices
- Be approachable, patient, and calm yet sturdy, modeling respect and professionalism for students and staff alike along with sustaining open communication.

Community engagement connects the school to the local community by establishing and building supportive relationships with local businesses, parents, neighborhood associations, etc. What qualities or experiences do you think the new principal should have to sustain or expand community engagement for the School? La participación comunitaria conecta a la escuela con la comunidad local al establecer y desarrollar relaciones de apoyo con empresas locales, padres, asociaciones vecinales, etc. ¿Qué cualidades o experiencias cree que debería tener el nuevo director para mantener o ampliar la participación comunitaria en la escuela?

- Visible, approachable, and personable, someone with charisma, honesty, and regularly participating in after-school, weekend, and neighborhood events to foster visibility and trust.
- Understands and values cultural diversity, engaging equitably with all families; bilingual (English/Spanish) or willing to learn is a plus.
- Experience in community engagement and cultural competency training to strengthen inclusion and belonging among all families.
- Encourages collaboration between staff, families, and local stakeholders, listening to what teachers and parents need for better support.
- Highlights the school's identity and history, promoting pride in the school's role within the neighborhood and emphasizing its growth and achievements.
- Committed to inclusivity and accessibility, ensuring underrepresented voices are heard and valued within the school community.

Leadership style encompasses how the new principal should engage and interact with students, staff, parents and community members. What qualities or leadership style would best fit the culture of the school for students and staff to thrive in a safe and welcoming environment focused on student success? Community-based, hands-on leader who is visible, engaged, and not confined to the office. El estilo de liderazgo incluye cómo el nuevo director debe involucrarse e interactuar con los estudiantes, el

personal, los padres y los miembros de la comunidad. ¿Qué cualidades o estilo de liderazgo encajarían mejor en la cultura de la escuela para que los estudiantes y el personal prosperen en un entorno seguro y agradable centrado en el éxito de los estudiantes?

- Leads with integrity, fairness, and transparency, fostering trust and open communication across the school community.
- Collaborative and team-oriented, valuing input from teachers, staff, parents, and students to make informed, shared decisions, while recognizing and valuing the efforts and achievements of all.
- Actively present in daily school life, greeting students, visiting classrooms, attending events, and connecting with families.
- Focused on student well-being, growth, and academic success while maintaining high expectations for behavior and achievement.
- Calm, grounded, and ego-free, leading by example and uniting the school community around shared goals and progress.