



PROFILE OF A LEADER



OVERVIEW

The Erie 1 BOCES Profile of a Leader is a dynamic, evolving guide shaped by voices from across our organization. Co-created by leaders from every division, it reflects a shared vision of leadership that's uniquely aligned with the Erie 1 BOCES mission and culture. This profile outlines the core qualities that inspire and inform leadership at every level—whether you're guiding a team, a project, or a classroom. It's more than a document; it's a foundation for how we grow together—through professional development, strategic planning, and a unified approach to serving our students, staff, and community.

As our needs evolve, so will this profile—helping us all lead with clarity, purpose, and impact.

COMMUNICATOR

An effective communicator is someone who listens for understanding, conveys appropriate information with clarity, seeks multiple perspectives, and ensures their message inspires action and understanding.

CULTIVATOR

A leader will support all stakeholders by fostering an environment that promotes growth, well-being, and success. They are consistently present, accessible, and responsive to the needs of students, educators, staff, and community. Through personalized guidance, active listening, and a commitment to creating a safe and supportive space, a leader nurtures an atmosphere where individuals feel valued and empowered to reach their fullest potential and encourage innovation.

COLLABORATOR

A collaborative leader has the ability to work with a diverse group of stakeholders using a variety of strategies towards a common goal.

TRANSFORMATIONAL TRAILBLAZER

A growth-minded leader will develop ever-changing individual and team skills to encourage lifelong learning to solve problems and meet challenges through ongoing innovation, feedback, and accountability.

INNOVATIVE RISK TAKER

A strategic or calculated, forward-thinking leader who, based on data and trends, anticipates the needs of our stakeholders, allowing the organization to adapt, grow, and provide customized and creative services, and solutions.

