

Leadership Framework

MNPS developed and implements a research and evidence-based Leadership Framework that operationalizes the MNPS Focused Outcomes, Core Tenets, and Signature Initiatives through our organization's work to ensure that every student is known. This framework ensures a focus on educational equity, in which each student receives what they need, when they need it, to develop to their full academic and social potential.

Role	Responsibility	Essential Behaviors
Prioritize Talent to support a vision centered on equity, diversity, and high academic achievement and growth for all students.	Inspire a Shared Vision	• Collaboratively create a clear, compelling vision centered on equity, diversity, and high academic achievement and growth for all students • Establish goals and strategies aligned to the vision and centered on educational equity • Articulate the rationale and purpose behind the vision, goals, and strategies • Describe how goals and strategies align to district Focused Outcomes, Core Tenets, and Signature Initiatives • Inspire others to own and commit to goals and strategies • Develop and leverage communication systems that support and reinforce the vision
	Develop Your Team	• Provide clear expectations for staff performance • Communicate successes to staff and provide consistent feedback and support when improvement in practice is necessary • Demonstrate effective recruitment, interview, and selection skills • Prioritize diversity, equity, and inclusion in recruitment and selection processes • Ensure access to and support high-quality professional learning opportunities to build capacity for all educators centered on equity, diversity, and high academic achievement and growth for all students • Prioritize and develop quality induction, mentorship, and support for new and early career teachers • Create opportunities to retain, grow, and leverage effective educators • Create structures that empower teachers to use their collective strengths, skills and experiences to own and lead teams, deliver professional learning, and solve problems
	Create a culture of belonging	• Set expectations for and promote a safe and respectful culture that embraces diverse perspectives • Build quality feedback loops with stakeholders • Develop structures that ensure that student, staff, parent, and community voices are heard, amplified, and acted on in key decisions • Resolve conflict productively, professionally, and directly • Ensure staff members have opportunities to learn about races, cultures, and other identities to help support an inclusive culture • Address inequities related to race, culture, and other identities

Drive Instruction

to realize a vision centered on equity, diversity, and high academic achievement and growth for all students.

Orient Toward Results	- Recognize and authentically celebrate student, teacher and school successes Use multiple forms of data to monitor and adjust challenging goals for instruction, growth, achievement and school operations - Communicate high expectations for student success and inspire all school community members to hold themselves accountable to expectations Articulate the importance of focusing work on narrowing achievement and opportunity gaps to ensure that every student is known
Recognize and develop rigorous instruction	Create and sustain shared accountability for achievement and growth goals, narrowing achievement and opportunity gaps Build capacity of educators to deliver high-quality instruction aligned to grade-level standards that reflects culturally responsive pedagogy - Create structures that support educators in planning, implementing and assessing grade-level content - Maintain systems for monitoring student work for rigor and curricular alignment that reflects culturally responsive pedagogy
Focus on Continuous Improvement	Seek out opportunities for feedback - Acknowledge and reflect on missed opportunities/failures within the school community, and draw on others' expertise Model continuous improvement by developing systems of feedback and support to improve teacher practice

Manage Operations

to focus a vision centered on equity, diversity, and high academic achievement and growth for all students.

Strategically Plan and Manage toward Goals	- Define, communicate, and enforce school procedures for safety and fiscal responsibility Align strategies and allocate resources towards achieving goals - Create classroom and school-wide systems that promote urgency, high expectations, and continued growth - Collect, analyze, and use multiple forms of data to drive decision-making - Embed continuous improvement cycles into all operations - Monitor progress and adjust strategies as needed - Collaborate with students, staff, families and the community to develop a school improvement plan aligned to the school's vision - Ensure that budget and resources are allocated towards a vision centered on equity, diversity, and high academic achievement and growth for all students
Build Partnerships	Identify, align, and leverage community resources to the school improvement plan - Develop and implement structures that provide multiple ways for families to become involved in their child's education - Ensure effective communication with families, partners, and all stakeholders