

Belton ISD Executive Level Leader Profile

Category | Build Culture

Executive Level Leader Profile

Competency	Description <i>All Levels</i>	Executive Level Leader <i>Skills</i>	Executive Level Leader <i>Look-fors</i>
Communicate for impact*	Actively listens and strategically articulates thoughts and ideas effectively using multiple modes of communication.	Articulates the district's vision, goals, and plans clearly to all stakeholders.	- Leads initiatives in active listening and open communication to foster collaboration. - Communicates district goals and decisions clearly, providing actionable feedback for alignment. - Uses data-driven reports and presentations to simplify complex challenges and enhance decision-making.
		Leads and oversees district-wide communication, ensuring clear and consistent messages are shared effectively with all stakeholders.	- Tailors communication strategies to engage diverse district stakeholders and align with district goals. - Leads regular communication across leadership teams, administrators, and external partners to drive initiatives and improvement. - Uses various platforms to ensure consistent and impactful dissemination of critical information.
		Fosters continuous improvement by using flexible leadership to gather feedback from all stakeholders to make better decisions and guide district projects.	- Leads efforts to gather stakeholder feedback through surveys, focus groups, and meetings to inform decision-making. - Fosters empathetic, inclusive dialogue, ensuring all voices are heard and valued. - Establishes feedback systems to integrate stakeholder input into planning and decisions for continuous improvement.
Cultivate relationships	Develops a culture of value, support and growth amongst stakeholders.	Collaborate with leaders and others to create open communication, build relationships, and align all stakeholders with district goals.	- Engages district stakeholders to enhance communication, gather insights, and strengthen collaboration. - Represents the district at key events and activities to build relationships, promote understanding, and support its vision and goals.
		Acknowledges and celebrates the contributions and achievements of district leaders, staff, and schools, fostering a culture of recognition and appreciation that aligns with the district's values and goals.	Establishes district-wide frameworks and initiatives to formally recognize and celebrate the accomplishments and positive impact of individuals and teams, reinforcing a culture of excellence and continuous improvement across the district.
		Builds and nurtures strategic partnerships with all stakeholders to foster collaboration and support the district's long-term goals.	- Ensures executive accessibility by providing guidance and support to district leaders, staff, and stakeholders, actively addressing concerns and fostering an environment of open communication and trust. - Leads cross-functional projects to promote teamwork, innovation, and alignment with district priorities. - Builds partnerships with businesses, non-profits, and community organizations to enhance education and engagement.
Model Empathy	Demonstrates sensitivity, concern and respect towards others' feelings and experiences.	Uses experience and understanding to handle complex situations, meet stakeholder needs, and adapt strategies to ensure effective leadership and positive outcomes.	- Actively listens to the concerns of district leaders, staff, students, and the community, fostering empathy and collaboration. - Promotes self-care and stress management, modeling emotional resilience and well-being for staff. - Responds to challenges and transitions with compassion, resilience, and clear guidance.

Executive Level Leader Profile

2

Competency	Description <i>All Levels</i>	Executive Level Leader <i>Skills</i>	Executive Level Leader <i>Look-fors</i>
Promote Growth	Embraces opportunities for learning in pursuit of better results for each and every.	Provides constructive coaching and feedback to foster development at a systemic level in alignment with district goals and priorities.	- Establishes district-wide systems for leadership coaching, self-assessment, and performance management to strengthen individual and organizational capacity. - Engages district leaders in strategic one-on-one meetings to address challenges, maximize strengths, and drive performance improvements. - Provides tailored feedback and development opportunities, adapting coaching to individual and departmental needs.
		Champions a culture of agility and continuous learning to impact organizational growth	- Models, creates and facilitates professional learning sessions where leaders can exchange best practices and learn from each other. - Embraces change and demonstrates the ability to quickly adapt to new situations, ideas, and technologies.
		Aligns professional development offerings tailored to varied staff needs and district priorities.	- Continuously refines professional development based on feedback, trends, and district priorities for lasting impact. - Utilizes data to prioritize investments in areas that have the greatest potential for improving student outcomes and district performance. - Actively seeks input from teachers and administrators when designing and implementing professional learning programs.
Focus on what matters most	Strategically prioritizes work that positively impacts student success.	Aligns individual and team goals with the district's overarching vision, ensuring that all initiatives support and drive the district's strategic direction and long-term objectives.	- Communicates each staff member's role in advancing the district's vision and goals. - Convenes regular committee and stakeholder meetings to align strategic decisions and actions with the district's vision and goals
		Consistently anticipates the impact of individual decisions on the district and prioritizes the whole district over smaller department units.	- Uses structured decision-making to evaluate initiatives based on impact, workload, and resources. - Prioritizes and takes actions on decisions benefiting the entire organization, even if they demand more effort or resources. - Consistently utilizes effective time management and resource allocation skills, balancing competing demands and priorities.
Create Synergy	Promotes the mindset that we can achieve more collectively than we can individually.	Builds strong relationships with individual stakeholders and brings out the best in others.	- Creates the conditions in which staff are empowered to lead and have opportunities to take risks and grow. - Builds trust and transparency through honesty, reliability, and open communication. - Celebrates staff achievements, reinforcing the district's commitment to excellence and growth.
		Develops a strong team culture and supports other adults to work together to achieve results.	- Leads team-building initiatives that enhance collaboration and align with district priorities. - Sets clear roles and expectations, promoting accountability and goal alignment. Fosters ownership by involving staff in decision-making while ensuring accountability. - Evaluates team dynamics and district performance, gathering input to optimize collaboration and outcomes.

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Model continuous improvement	Engages in reflection, refinement, and implementation of systems and processes.	- Drives district-wide continuous improvement, fostering innovative solutions to enhance efficiency and alignment with strategic goals. - Promotes a data-driven culture, empowering stakeholders to analyze and leverage data to improve outcomes across the district	- Monitors, evaluates, and adjusts district systems using data to identify improvements and reports findings to stakeholders utilizing a structured comprehensive needs assessment protocol and tool. - Leads the identification and prioritization of district goals, creating platforms for stakeholder input as well as cross functional collaboration to design action plans and achieve outcomes. - Incorporates stakeholder input to interpret data and guide district decisions, aligning with district goals. - Shares data through multiple channels to update stakeholders on progress and next steps for improvement. - Supports campuses with appropriate resources.
Inspire innovation	Demonstrates and ignites creativity, forward thinking, and a willingness to explore new ideas and approaches.	Fosters an environment where innovation is embraced, and creative solutions are explored to drive continuous improvement and forward-thinking strategies district-wide	- Leads innovation workshops and brainstorming sessions to challenge traditional approaches and generate creative solutions for district challenges. - Creates a platform for sharing innovative practices and encourages staff collaboration on new strategies to drive continuous improvement.
Manage change	Adapts actions to support others while implementing change to achieve sustainable improvement.	- Create Demand - Implement a Plan - Impact on People - Monitors and Evaluates	- Uses data to define and communicate a high leverage need. - Develops a vision of a more desired reality brought about through change. - Clearly communicates a detailed plan with improved outcomes. - Leads a collective effort to design structures and routines to support the plan. - Designs quality and ongoing professional learning to support implementation of the initiative. - Recognizes and differentiates supports for individuals' needs through transition of a change. - Communicates the purpose behind the change and articulates the desired outcome. - Seeks input and empowers others to make personal connection to the change. - Identifies lead and lag measures to assess effectiveness of the change. - Creates systems for a cadence of accountability to monitor progress and make adjustments as needed..

Executive Leader Level

Values (Personal Identity) and Time Shifts

	Area of Focus	Key Insights
Values (Personal Identity)	Contributes to the entire organization	Executive leaders lead with a systemwide lens, making decisions and considering their impact across the district. They foster shared ownership and align efforts to advance collective goals and continuous improvement.
	Creates a culture of trust, feedback and transparency	Executive leaders lead with integrity to foster a culture of trust, open communication, and transparency, strengthening community confidence in the school district's vision, decisions, and outcomes.
	Communicates effectively with stakeholders valuing voice and collaboration	Executive leaders foster trust through transparent, two-way communication that values diverse voices and informs collaborative decision-making and strengthens partnerships.
	Makes data-informed decisions	Executive leaders use qualitative and quantitative data to guide strategic decisions, monitor impact, and drive continuous improvement across the system.
Time Allocation	Routinely allocates time to think reflectively, finalize, and act	☐ Uses data to define and communicate a high leverage need. ☐ Develops a vision of a more desired reality brought about through change.
	Engages in strategic & long-term thinking for campus and district	☐ Clearly communicates a detailed plan with improved outcomes. ☐ Leads a collective effort to design structures and routines to support the plan. ☐ Designs quality and ongoing professional learning to support implementation of the initiative.
	Prioritizes & protects time for observation & feedback.	☐ Recognizes and differentiates supports for individuals' needs through transition of a change. ☐ Communicates the purpose behind the change and articulates the desired outcome. ☐ Seeks input and empowers others to make personal connection to the change.