Educator Portrait

Definition: An **Educator Portrait** describes the qualities, practices, and commitments educators demonstrate to create the learning experiences envisioned for students. Like a Graduate Portrait, it gives the district a shared picture of success—this time focused on the adults who help students grow, lead, and thrive.

Current Competencies:

1. Passionate about Teaching and Learning
2. Ethical and Trustworthy
3. Prepared and Professional
4. Engaged Collaborators and Effective Communicators
5. Culturally Competent, Inclusive, and Empathetic
6. Innovators Fostering Continuous Improvement
7. Individually and Collectively Responsible

Option#1. Same competencies with added descriptors

1. **Passionate about Teaching and Learning** — Inspires curiosity, shares a love of learning, and continues to grow.
2. **Ethical and Trustworthy** — Acts with integrity, keeps commitments, and earns the confidence of others.
3. **Prepared and Professional** — Brings expertise, care, and readiness to every responsibility.
4. **Engaged Collaborator and Effective Communicator** — Listens, shares ideas clearly, and works productively with others.
5. **Culturally Competent, Inclusive, and Empathetic** — Values different experiences and ensures every person feels respected and included.
6. **Innovator Fostering Continuous Improvement** — Tries promising approaches, learns from evidence, and improves practice.
7. **Individually and Collectively Responsible** — Takes ownership of personal work and contributes to shared student success.

Option #2: Updated Competencies with Descriptors

1. **Student Advocate and Relationship Builder —** Knows students well, builds trust and belonging, and connects them with support.
2. **Designer of Relevant Learning —** Creates challenging experiences linked to student interests, real problems, and opportunities beyond LT.
3. **Champion of Student Voice and Agency —** Helps students make meaningful choices, set goals, and take ownership of learning.
4. **Inclusive and Empathetic Educator —** Respects different identities and experiences and ensures every learner can participate and succeed.
5. **Collaborator and Community Connector —** Communicates effectively and works with colleagues, families, and partners to expand opportunities.
6. **Reflective and Adaptive Learner** — Uses evidence and feedback, learns with colleagues, and continually improves practice.
7. **Responsible Innovator** — Explores new approaches and uses technology, including AI, thoughtfully and ethically.
8. **Trusted Professional** — Acts with integrity, brings expertise and care to the work, and shares responsibility for student success.

The main shift: Keep the values in LT's current list but express them as observable educator practices tied to the future LT wants for students.

Option #3: Competencies LT educators demonstrate to create the learning experiences and relationships called for in the Preferred Future. These eight build on LT's current Employee Portrait while making the proposed vision more actionable.

1. Excellent and Reflective Practitioner -- Sets high expectations, uses evidence of student learning, and continually improves instruction.

2. Designer of Relevant Learning -- Connects rigorous learning to real problems, student interests, careers, and life beyond LT.

3. Champion of Student Voice and Leadership -- Gives students meaningful choices and helps them take ownership, set goals, and lead.

4. Builder of Belonging and Trust -- Knows students well and creates a safe, respectful environment where each student feels valued and supported.

5. Inclusive and Responsive Educator -- Recognizes students' different strengths and needs, removes barriers, and adapts support so every student can succeed.

6. Collaborator and Communicator -- Works with colleagues, families, and community partners to strengthen learning and opportunity.

7. Innovative and Adaptable Learner -- Tests thoughtful new approaches, uses emerging tools responsibly, and learns from results.

8. Ethical and Accountable Professional. Acts with integrity, follows through on commitments, and shares responsibility for student growth and LT's success.

Together, these answer a practical question: **What must educators know and do so every LT student can GROW • LEAD • THRIVE?**