



Domains of Leadership Actions and Key Levers

Key areas in which leaders drive dramatic student achievement gains and successful school improvement

I. Vision for Results and Equity

Leader builds and articulates a clear shared vision and mission for high student achievement and college readiness

Leader builds and maintains a focus on ambitious student achievement goals for all students

Leader creates a culturally competent environment where diversity is valued and all children and adults thrive and achieve at high levels

II. Planning and Operations

Leader diagnoses the current state of the school, develops clear and focused school improvement plans and adjusts strategy based on progress

Leader organizes school time effectively to support all instructional and staff development priorities

Leader allocates resources effectively to support learning goals

III. School Culture

Leader ensures adults and students demonstrate consistent values and positive behaviors aligned to the school's vision and mission

Leader builds a culture of high achievement and aspiration for every student and staff

Leader develops effective systems that support child and youth development and provide social-emotional supports

Leader proactively engages families and communities in supporting their child's learning and the school's learning goals

Leader implements systems and processes to ensure the active participation of adults and students in school improvement



IV. Learning and Teaching

Leader ensures the development, implementation, and evaluation of rigorous curricula tied to both state and college-readiness standards

Leader implements consistent quality classroom routines and instructional strategies to improve student achievement

Leader utilizes multiple forms of student-level data to drive increases in student achievement and implement student interventions

V. Staff Development and Management

Leader increases teacher effectiveness by recruiting, hiring, assigning, and retaining staff

Leader increases teacher effectiveness by ensuring quality observation, feedback, coaching, and professional learning structures for teacher development

Leader sets clear expectations for performance and manages performance of all staff

Leader trains, develops, and supports a high-performing instructional Leadership Team

VI. Personal Leadership and Growth

Leader demonstrates self-awareness, ongoing learning, and resiliency in the service of continuous improvement of both personal and school-wide practices

Leader proactively identifies solutions both anticipating and responding to opportunities and challenges

Leader effectively manages change in order to improve student achievement

Leader communicates effectively based on the situation, audience, and needs