Aspiring Leaders Program

• **School Leader as Instructional Leader**
  o Creates a culture where data analysis is at the culture of all decisions
  o Monitors progress of teachers and staff by conducting formative and summative assessment in measuring teacher effectiveness (observation)
  o Committed to providing ongoing professional development which will improve teacher practice
  o Creates processes which protect teachers from disruption of instruction and preparation time

• **School Leader as Transformational Leader for School Culture and Climate**
  o Plans strategically and aligns a school vision, mission, and goals around personalized student success and District goals
  o Develops a culture of collaboration to build capacity in other educators and leaders within the school community
  o Systematically guides staff through the change process to positively impact the culture and performance of the school
  o Utilizes lessons from accomplishments and failures to positively impact the culture and performance of the school

• **School Leader as Leader for Equity and Excellence**
  o Holds all staff accountable for setting and achieving rigorous performance for all students
  o Diagnoses the state of the school and develops a clear plan to adjust its progress
  o Creates a racially and culturally proficient environment where diversity is valued and all students and adults thrive and achieve at high levels

• **School Leader as Chief Executive Officer of Resources and Operations**
  o Establishes systems from marshalling all available resources to better serve students, staff, and the school community
  o Establishes and implements clear expectations, structures, rules, and procedures for the safety of students and staff
  o Designs protocols and processes in order to comply with federal, state, and local mandates
  o Effectively and efficiently manages the complexity of human capital
  o Designs and utilizes various forms of formal and informal communication with all staff and school community

• **School Leader as Civic and Community Participant and Leader**
  o Designs structures and processes, which result in parent and community engagement, support, ownership for the school, and enrollment retention
  o Operates in a fair and equitable manner with personal and professional integrity
  o Supports continuous professional growth of self and others through practice and inquiry