

# LEADING BETTER TOGETHER:

## A FRAMEWORK FOR LEADERSHIP SUCCESS

### PURPOSE STATEMENT

The purpose of Leading Better Together is to identify and define the essential attributes and skills for effective leadership in Clarke County School District (CCSD). This framework serves as a guide for developing a pipeline of strong leaders who are prepared to contribute to the growth and success of CCSD. Through a focus on engagement, collaboration, and communication, the framework and connected professional learning should inspire current and potential leaders to see the tremendous impact they can have in their roles, ultimately elevating student achievement and professional growth for educators in our district.





## ESTABLISHES PURPOSE AND DIRECTION

- ▶ Creates and communicates a clear vision of academic success for all students at high levels
- ▶ Leads and manages school and district-wide change initiatives
- ▶ Develops clear goals and keeps those goals in the forefront of the team's attention
- ▶ Analyzes student learning data to plan programs and strategies that enhance student outcomes
- ▶ Monitors instructional effectiveness and progress toward goals through observations, feedback, collaboration, and protecting instructional time



## CREATES A CULTURE OF BELONGING, SAFETY, AND SUPPORT

- ▶ Advocates for children, families, and caregivers
- ▶ Models inclusion and respect for diverse backgrounds, beliefs, and points of view
- ▶ Builds and monitors a school community as an affirming and inclusive environment
- ▶ Creates a safe school environment supported by a comprehensive safety and crisis management plan
- ▶ Implements a comprehensive school-wide student behavior plan that applies policies, procedures, and routines consistently
- ▶ Develops organizational structures to recognize best practices and celebrate student and staff success



## BUILDS MEANINGFUL CONNECTIONS

- ▶ Communicates with and actively listens to all staff, students, and families to connect meaningfully
- ▶ Maintains a visible and approachable presence while engaging with teachers and students
- ▶ Embraces opportunities to connect with the diverse cultural, social, and intellectual resources in the community
- ▶ Creates systems that foster opportunities for all stakeholders to effectively work together
- ▶ Develops and supports productive and trusting working relationships
- ▶ Engages families in opportunities to support and enhance student success



## FOSTERS GROWTH AND DEVELOPMENT

- ▶ Demonstrates knowledge and understanding of effective leadership skills
- ▶ Reflects to identify high leverage areas for personal and professional growth
- ▶ Maintains a sense of self-awareness and attends to his or her own learning
- ▶ Models collaborative leadership skills
- ▶ Creates a model of leadership that allows team members to serve as leaders and coaches to others
- ▶ Coordinates and fosters collaborative and job-embedded professional learning opportunities



## LEADS WITH INTEGRITY AND ETHICAL PRINCIPLES

- ▶ Demonstrates integrity, fairness, and ethical behavior, as defined by the district
- ▶ Exhibits authenticity that aligns with values, ethics, and actual practice
- ▶ Acts in an open and transparent manner
- ▶ Promotes ethical and professional behavior among faculty and staff
- ▶ Brands a vision of honesty and integrity through words and actions
- ▶ Cultivates trustworthiness through competent, strategic decisions

