Innovative District Leader Competencies

Know Yourself
Understands how personal experiences, values and strengths impact practices and interactions

Nurture Trust
Builds deep trust by creating space where people feel safe to share feedback and ask questions

Focus On Purpose
Inspires people with a clear why, theory of action, and stories of success

Cultivate Curiosity
Seeks out ways for self and others to constantly ask questions, learn, and share

Elevate Talent
Identifies and multiplies the strengths and passions of others to achieve ambitious goals

Communicate Deliberately
Creates clear, compelling messages that are shared frequently using a variety of strategies

Build Coalitions
Generates broad support by galvanizing diverse internal and external communities based on shared interests

Strategize At Scale
Designs responsive systems that foster collaboration, prioritization, and innovation

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Learn Constantly
Develops empathy and knowledge by asking questions, listening, and engaging with new ideas

Show Appreciation
Celebrates people and ideas in a way that expresses authentic gratitude

Distribute Power
Designs systems that empower others to be decision makers and innovators

Decide Deliberately
Makes responsive decisions guided by priorities, purpose, and data from real experiences

Build Community
Curates inspiring, diverse, networked communities that support connection and collaboration

Coaching For Innovation Competencies

Know Yourself
Understands how personal experiences, values, and strengths impact coaching philosophy and practice

Nurture Trust
Builds deep relationships by creating an environment that encourages, and celebrates risk-taking and vulnerability

Listen Deeply
Asks questions and listens to learn, empathize, reflect, and illuminate insights

Develop Credibility
Displays credibility in content instruction and classroom culture relevant to the context

Build Learning Networks
Connects and empowers people and resources to increase learning and collaboration

Engage Directly
Provides authentic positive and critical feedback that is specific and actionable

Cultivate Curiosity
Seeks out ways for self and others to constantly ask questions, learn, and share

Strategize Collaboratively
Proactively and strategically prioritizes people, time, and resources accordinging to district vision and diagnosed needs

Communicate Effectively
Clarifies, synthesizes, and shares information using a variety of communication strategies

Adapt Coaching Approach
Modifies coaching approach based on district vision and diagnosed needs

Innovative Teacher Leader Competencies

Know Yourself
Understands how personal experiences, values, and strengths impact teaching philosophy and practice.

Navigate Perspectives
Clarifies and synthesizes ideas to make concepts relevant and achievable.

Nurture Trust
Builds deep relationships by creating an environment that encourages, and celebrates risk-taking and vulnerability

Catalyze Action
Has a bias toward action for self and others to test ideas, learn, and share discoveries with others

Cultivate Curiosity
Seeks out ways for self and others to constantly ask questions, learn, and share