Nurture Trust

Builds deep relationships and creates a psychologically safe environment that encourages vulnerability, risk-taking, and feedback personal experiences, values,



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

Communicate Effectively

Creates and intentionally shares clear and compelling messages using a variety of strategies

Listen Deeply

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











Profile of an Innovative District Leader

Decide Deliberately

Makes responsive decisions guided by purpose, priorities, data, and experiences



Flevate Talent

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



Build Coalitions

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



Designs responsive systems that foster collaboration, prioritization, and innovation



Know Yourself

Understands how

and strengths impact leadership philosophy,

practices, and interactions