Education Elements’ Innovative Leadership Development Methodology

Our methodology centers around a set of frameworks whose design draws upon our experience with hundreds of district-level project implementations across the country. Each framework is comprised of competencies for the respective leadership role — district leader, instructional coach, school leader, and teacher-leader — and designed to support the innovative practices we believe are necessary in each of those roles.

### INNOVATIVE LEADER DEVELOPMENT LEARNING CYCLE

**PLANNING**
Create support plan aligned to current needs

**TESTING**
Provide job-embedded support to continue learning and growth

**BUILDING**
Develop common language through spark, expand, practice, plan

**REFLECTING**
Synthesize learnings to inform next steps and focus areas

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**WHAT**
**COMPETENCIES**
**HOW**
**LEARNING CYCLE**

**INNOVATIVE DISTRICT LEADER COMPETENCIES**
- Know Yourself
  - Understands how personal experiences, values, and strengths impact coaching philosophy and practice
- Build Learning Networks
  - Connects and empowers people and resources to create learning and collaboration
- Cultivate Curiosity
  - Seeks out ways for self and others to continue learning and growth

**INNOVATIVE SCHOOL LEADER COMPETENCIES**
- Know Yourself
  - Understands how personal experiences, values, and strengths impact coaching philosophy and practice
- Build Community
  - Creates deep relationships by cultivating diverse innovations and collaboration
- Cultivate Curiosity
  - Seeks out ways for self and others to continue learning and growth

**INNOVATIVE TEACHER LEADER COMPETENCIES**
- Know Yourself
  - Understands how personal experiences, values, and strengths impact teaching philosophy and practice.
- Build Learning Networks
  - Connects and empowers people and resources to create learning and collaboration
- Cultivate Curiosity
  - Seeks out ways for self and others to continue learning and growth

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**NURTURE TRUST**
Builds deep relationships by creating an environment that encourages, and celebrates for learning and vulnerability

**FOCUS ON PURPOSE**
Builds deep relationships by creating an environment that encourages, and celebrates for learning and vulnerability

**BUILD COMMUNITY**
Cultivates inspiring diverse communities that support connection

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**WHAT**
**HOW**

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**EXECUTE**

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**SPARK**

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**EXPAND**

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**PRACTICE**

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**PLAN**

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