

MNPS Revised Leadership Framework - FINAL

Role	Responsibility	Key Behaviors
<p>Prioritize Talent</p>	Inspire a shared vision	<ul style="list-style-type: none"> ● Collaboratively create a clear, compelling vision centered on equity, diversity, and high academic achievement and growth for all students ● Establish goals and strategies aligned to the vision ● Articulate the rationale and purpose behind the vision, goals, and strategies ● Inspire others to own and commit to goals and strategies ● Develop and leverage communication systems that support and reinforce the vision
	Develop your team	<ul style="list-style-type: none"> ● Provide clear expectations for staff performance ● Communicate successes to staff and provide consistent feedback and support when improvement in practice is necessary ● Demonstrate effective recruitment, interview, and selection skills ● Prioritize diversity, equity, and inclusion in recruitment and selection processes ● Ensure access to and support high-quality professional learning opportunities to build capacity for all educators ● Prioritize and develop quality induction, mentorship, and support for new and early career teachers ● Create opportunities to retain, grow, and leverage effective educators ● Create structures that empower teachers to use their collective strengths, skills and experiences to own and lead teams, deliver professional learning, and solve problems
	Create a culture of belonging	<ul style="list-style-type: none"> ● Set expectations for and promote a safe and respectful culture that embraces diverse perspectives ● Build quality feedback loops with stakeholders ● Develop structures that ensure that student, staff, parent, and community voices are heard, amplified, and acted on in key decisions ● Resolve conflict productively, professionally, and directly
<p>Drive Instruction</p>	Orient towards results	<ul style="list-style-type: none"> ● Recognize and authentically celebrate student, teacher and school successes ● Use multiple forms of data to monitor and adjust challenging goals for instruction, growth, achievement and school operations ● Communicate high expectations for student success and inspire all school community members to hold themselves accountable to expectations
	Recognize and develop rigorous instruction	<ul style="list-style-type: none"> ● Create and sustain shared accountability for achievement and growth goals ● Build capacity of educators to deliver high quality instruction aligned to grade-level standards ● Create structures that support educators in planning, implementing and assessing grade-level content

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		<ul style="list-style-type: none"> ● Maintain systems for monitoring student work for rigor and curricular alignment
	Focus on continuous improvement	<ul style="list-style-type: none"> ● Seek out opportunities for feedback ● Acknowledge and reflect on missed opportunities/failures within the school community, and draw on others' expertise ● Model continuous improvement by developing systems of feedback and support to improve teacher practice
Manage Operations	Strategically plan and manage towards goals	<ul style="list-style-type: none"> ● Define, communicate, and enforce school procedures for safety and fiscal responsibility ● Align strategies and allocate resources towards achieving goals ● Create classroom and school-wide systems that promote urgency, high expectations, and continued growth ● Collect, analyze, and use multiple forms of data to drive decision-making ● Embed continuous improvement cycles into all operations ● Monitor progress and adjust strategies as needed ● Collaborate with students, staff, families and the community to develop a school improvement plan aligned to the school's vision
	Build partnerships	<ul style="list-style-type: none"> ● Identify, align, and leverage community resources to the school improvement plan ● Develop and implement structures that provide multiple ways for families to become involved in their child's education ● Ensure effective communication with families, partners, and all stakeholders

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