

Values & Leadership Competencies

Overall Values:

- Relationships. Cultivating Relationships That Work.
- Impact. Driving Student-Centered, Measurable Impact.
- Equity. Being Boldly Race, Equity, and Justice-Forward.
- Learning. Reflecting on Our Practice, Improving for the Future.
- Sustainable Excellence. Prioritizing Sustainable Excellence.



Relationships

- Equitable and Effective Management
- Building Relationships Across Lines of Difference
- Developing Our Team Members Through Challenge and Support
- Modeling High-Trust Behaviors
- Sharing Power and Responsibility



Impact

- Data-Driven Management
- Grounding Decisions in Data
- Modeling Humility & Transparency
- Centering Marginalized Voices



Equity

- Owning Our Personal Growth on Racial Justice, Equity, Inclusion and Belonging (REIB)
- Advocating for our team members (especially those at the margins)
- Preventing, disrupting
- Remediating harm



Learning

- Codifying Bright Spots
- Owning Our Impact
- Creating the Conditions to Grow from Mistakes
- Building for the Long-Term
- Seeding Creativity and Innovation



Sustainable Excellence

- Thinking in Structures and Systems
- Finding Efficiencies
- Setting and Honoring Boundaries and Negotiating Tradeoffs
- Evaluating Process and Outcomes

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- Impact.** Driving Student-Centered, Measurable Impact.
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- Learning.** Reflecting on Our Practice, Improving for the Future.
- Sustainable Excellence.** Prioritizing Sustainable Excellence

Relationships



- Collaborating Well
- Building Relationships Across Lines of Difference
- Partnering on our Growth
- Demonstrating High-Trust Behaviors
- Taking Power and Responsibility

Impact



- Effectively Processing Data
- Grounding Decisions in Data
- Demonstrating humility & transparency
- Centering Parents and Students

Equity



- Racial Justice, Equity, Inclusion and Belonging Lens
- Owning Our Personal Growth on REIB
- Disrupting and remedying harm

Learning



- Recognizing Bright Spots
- Growing from Mistakes
- Building for the Long-Term
- Leaning into Creativity and Innovation

Sustainable Excellence



- Taking a Systems Approach
- Finding Efficiencies
- Setting Boundaries and Negotiating Tradeoffs
- Evaluating Process and Outcomes