

# LEADER OF LEADERS: CAMPUS



LAMAR CISD  
A PROUD TRADITION | A BRIGHT FUTURE

## PASSION FOR PEOPLE

### COMMUNICATE EFFECTIVELY

- Models and establishes expectations around communicating with customer service/ student-centered focus
- Models how to actively listen to others' viewpoints and how to respond thoughtfully to feedback
- Encourages open communication throughout the school, including encouraging staff to communicate their feedback and ideas to the school leadership team
- Adapts communication style to address the needs of all stakeholders and is influential and inspiring to others
- Uses radical candor appropriately

### DEVELOP SELF AND OTHERS

- Develops talent to its full potential; provides effective feedback so individuals and teams can improve
- Works collaboratively with team leaders to design high-quality professional learning opportunities for staff members that are aligned to school-wide goals
- Creates structures for teams to regularly seek feedback, reflect on personal growth areas, and change practices to improve overall student outcomes
- Shows appreciation for effort
- Creates structures that enable more work to get done by involving multiple people/ teams across the school.
- Models collaboration across teams; sets clear expectations for collaboration with diverse stakeholders
- Shares best practices and resources with others across teams

### BUILD TRUSTING RELATIONSHIPS

- Cultivates trust and compels others to follow by consistently leading with authenticity and integrity
- Is attuned to local culture and customs
- Models respect for all; advocates for diverse teams and celebrates the diversity in our students and staff
- Is a connector of people to enable strong relationships throughout the school and across departments
- Maintains professional confidences appropriately
- Coaches team leaders on how to productively resolve conflict and directly intervenes as needed

## DRIVE FOR RESULTS

### FOSTER ACCOUNTABILITY



- Holds teams to high standards for quality of work, persistence, a positive attitude, and encouraging them to push through challenges
- Develops structures that enable teams across the department to share results so the staff can assess progress towards goals
- Monitors combined team outputs to ensure quality work is being completed that moves all teams closer to their goals
- Creatively deploys human resources to maximize positive impact
- Recognizes and celebrates the accomplishments of staff and teams in a meaningful way
- Uses praise to show what 'good work' looks like

### GROWTH MINDSET



- Models positivity and optimism about people and the work
- Actively seeks feedback from teams both on ideas as well as on personal strengths & areas for improvement
- Expresses openness and encourages team to be open to change, feedback, and new ideas
- Shares and applies new learning to improve staff and personal performance
- Sets increasingly challenging personal goals and standards of excellence that leads to growth
- Committed to continuous learning that is evident in practice
- Consistently engages in self-reflection to identify needed areas of improvement and strengths
- Measures risk factors accurately

### EVIDENCE-DRIVEN



- Identifies patterns across different pieces of evidence and uses insight to solve complex problems impacting multiple parts of the school
- Facilitates the use of multiple sources and types of relevant evidence
- Co-creates a plan that details the best course of action, balancing risks and rewards
- Acts decisively; recognizes when a decision is required and either takes prompt action or elevates it as issues emerge
- Makes decisions in a timely way that enables team to carry out its work
- Makes sound decisions when faced with differing stakeholder perspectives or ambiguous information, based on the campus's needs and objectives

## PLAN FOR SUCCESS

### AIM HIGH

- Reinforces high expectations for students through setting ambitious team goals
- Manages performance across all teams by focusing on needed areas of improvement and enhancing strengths

### INSPIRE INNOVATION



- Unlocks creative, innovative thinking from the team
- Encourages team to solve problems in new and creative ways; models being open to new approaches and ideas
- Provides adequate time and resources for new ideas to catch on, evolve, and thrive
- Encourages and sponsors innovation throughout the school
- Builds (and supports others to build) innovative solutions to challenges, conducting pilots as needed to ensure success

### SHARED VISION AND GOALS



- Ensures departmental/team goals align to school and district-wide vision and goals and are cohesive with each other
- Models and expects active participation and inclusion of stakeholders in all decisions and actions
- Tracks progress using appropriate benchmarks and performance measures, and holds leaders accountable for results
- Ensures that team or department has ambitious goals for their work, working in collaboration with team and school leadership team