



Professional Development and Educational Research Institute (PDERI)

LEADER LOOK FORs



Leadership dispositions, knowledge and skills are the foundation for effective school level leadership. The Leader Look Fors tool assists Principals to engage in ongoing leadership readiness conversations.

Committed educators applying to the Na Kumu Alaka'i - Teacher Leader Academy (TLA), the Hawai'i Certification Institute for School Leaders (HICISL) Vice Principal Certification Program or the HICISL Principal Certification Program are highly encouraged to utilize the Leader Look Fors tool alongside their principal/supervisor to determine leadership growth areas and possible next step opportunities to develop and hone necessary leadership dispositions, knowledge and skills.

"The effective school leader is committed, responsible, competent, caring, and unwavering in the effort to have students reach high standards. A sense of both moral and professional commitment enables the effective school leader to promote a shared vision of service to students and to focus on the success of every learner as the desired result."

Profile of an Effective School Leader

Leader Dispositions for All School Leaders

Inherent qualities of mind and character, reflecting one's identity, beliefs and values:

- Grounded in personal/professional **purpose**
- Demonstrates **unwavering commitment** to increase and support success for all students
- Exhibits the **courage and willingness to take risks**
- Demonstrates **empathy and compassion** for all
- Models **honesty and integrity** at all times
- **Perseveres; is flexible and tolerates ambiguity**
- Demonstrates **pride** in the school community
- **Embraces equity** as the foundation for their professional practice and decision making
- Is **efficacious, collaborative, and a continuous learner** who lives the General Learner Outcomes (GLOs)
- Maintains **high expectations** for self and others
- **Takes ownership of and responsibility for professional practice**

Discussion Notes:

Na Kumu Alaka'i

Teacher Leader Academy (TLA)

Teacher Leader Knowledge

Understanding and skill-set gained through studies and experiences:

- Instructional Leadership
 - Mastery of curriculum, instruction, and assessment practices
- Data Informed Decision Making
 - Understands how to collect, analyze, and interpret data to support decisions that improve practice and student learning
- Systems Thinking
 - Understands how effective school wide systems drive school, staff, and student success
- Department Expectations
 - Understands the performance expectations of the Hawai'i Adapted Framework for Teaching and Profile of an Effective School Leader

Discussion Notes

Teacher Leader Skills

Applications of knowledge and experience to effectively impact student and system outcomes:

- Uses data to inform decisions
- Collaboratively facilitates student/data focused conversations to improve supports and outcomes for all students
 - Networks with peers and colleagues outside of own grade level, department, team or school to drive initiatives for students
 - Leads/Facilitates collaborative groups to continuously improve systems to better support students
- Effective Communication
 - Uses clear, organized, and succinct oral communication
 - Written communication is mechanically/grammatically correct and appropriate for the intended audience
 - Uses effective communication to build relationships, facilitate growth-oriented conversations, and lead learning focused conversations
- Reflective Practice
 - Engages in self-reflection that results in changes in actions and behavior
 - Consistently seeks opportunities to learn and grow as a school leader

Discussion Notes