# MNPS Revised Leadership Framework - FINAL

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<thead>
<tr>
<th>Role</th>
<th>Responsibility</th>
<th>Key Behaviors</th>
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| **Prioritize Talent** | Inspire a shared vision | - 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 | - 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 | - 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 |
| **Drive Instruction**  | Orient towards results | - 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 | - 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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<th>Focus on continuous improvement</th>
<th>Manage Operations (Strategically plan and manage towards goals)</th>
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| ● Maintain systems for **monitoring student work** for rigor and curricular alignment | ● 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 |
| ● 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 |  
| Build partnerships | ● **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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- Manage Operations
  - Strategically plan and manage towards goals
  - Build partnerships
- Prioritize Talent
  - Inspire a vision
  - Develop your people
  - Create a culture of belonging
  - Orient toward results
- Drive Instruction
  - Focus on continuous improvement
  - Recognize and develop rigorous instruction