

Principal Competencies

Analytical Thinking

The ability to analyze issues and opportunities and to recognize cause and effect.

This competency is important as it allows the Principal to break apart and see the relationship among the elements of situations, challenges, and issues in order to arrive at an effective plan forward. Analytical Thinking is essential to many of the other competencies particularly: Focuses on Sustainable Results, Impact and Influence, and Holding People Accountable for School Performance.

Commitment to Student Learning

Demonstrate a commitment to students as evidenced by a belief in their own capability, and the courage to take a stand on behalf of students.

This competency enables principals to actualize their belief in pursuing student learning at all cost. This competency is at the center of all decisions made by the Principal: "Our mission is to achieve the best learning for all students." Nothing and no one stands in the way of achieving this mission.

Conceptual Thinking

The ability to see meaningful patterns among seemingly unrelated issues or ideas, leading to new ideas or fresh perspectives.

Principals make connections that are useful in creating meaning and clarity for themselves and for others. Those Principals who excel at this competency are those who see things others do not and are able to turn those unique and creative insights into ideas and solutions that will have a meaningful impact on their school.

Engages the Team

Works with a group of adults (e.g., teachers, administrators, parents, community leaders) to leverage their input, to develop actionable and tangible goals, and to implement change in the school.

Change does not happen by any one person working alone. Principals know that teams must be created, nurtured, and championed if real change is to happen within the school community. This competency not only makes people feel empowered and valued, but it also allows them to believe they are integral to making change happen.

Focuses on Sustainable Results

Principals take responsibility for improving school outcomes and implementing initiatives to accomplish sustainable results based on understanding and analysis of the challenges of the school.

Principals must demonstrate quantifiable and sustainable outcomes to realize results for their students and their school. Time is of the essence in these situations so a laser-like focus is essential to achieving lasting school performance. Achieving these kind of results requires courage and fortitude.

Holding People Accountable for School Performance

Principals are mindful of school performance needs and hold others accountable for high standards.

Principals are charged with making change that will result in greater student performance. Teachers are the ones to make this happen and it is necessary to build a culture of performance which entails holding teachers and administrators accountable for their individual goals and the goals of the school. Without accountability, goals and expectations are rarely met.

Impact and Influence

Principals take actions for the purpose of affecting the perceptions, thinking, and actions of others.

Principals inspire confidence and respect in others making it easy for them to bring people with them on what could be a difficult journey toward change. They are able to take any topic or argument and make it seem relevant and important. Impact and Influence allows Principals to engage with a variety of critical stakeholders to support and achieve school goals.