

## **Akins High School School Leadership Profile**

In order to determine the leadership traits that would best describe the ideal principal candidate for Akins High School, staff and community meetings were held on Tuesday, September 4, 2018 at Akins. The following profile summarizes the leadership characteristics and qualities valued by the school community.

### **Academic Leadership**

- Encourages teachers as leaders and experts in field
- Proactive not reactive
- Involves all students, not just the tested core
- Uses data to help guide instruction and decision making
- Bilingual
- Communicates high expectations with students and teachers
- Advocates for teachers
- Recognizes teacher expertise and knowledge
- Knowledge of current educational practices, including SEL, restorative, standards-based grading, academy needs
- Principal experience
- Familiar with our kids
- Leads by example
- Utilizes best practices/instructional strategies
- Open to innovation
- Encourages new/innovative teaching methods
- Motivates students
- Very visible
- Social
- Has reasonable expectations
- Understands the difference between growth and goals
- Students first/whole child
- Vocal
- Motivational
- Continues study of new pedagogical practices and theories
- Campus testing coordinator
- Drop-out prevention experience and knowledge

### **Communication Style**

- Transparent
- Calm and assertive
- Commitment to restorative practices
- Communicates with all demographics
- Handles emergency situations gracefully
- Allows teacher input (accept and respect); Diplomatic and 2-way-not top down)
- Listens well to teachers, students, and community members
- Open to feedback/open to new ideas
- Informative (tells us what we need to know-Not more or less (explain, rationale, honesty)
- Willing/able to lead/guide-crucial conversations
- Open and encouraging dialogue
- Can admit when wrong; mindful
- Firm yet empathetic with student behavior

## **Akins High School School Leadership Profile**

- Honest and clear
- Timely
- Person to person
- Clear and concise
- Leads productive meetings

### **Education and Experience**

- Has teaching experience at an urban school with similar demographics
- At least 5-10 years of teaching and secondary level
- Experience in special education
- Analyzes accountability data, but can extract additional, valuable qualities to campus needs
- Experience or support of SEL and restorative justice
- Supportive of or experience with academy system
- History/record of academic success/high expectations/Rigor (Preferable High School)
- Master's degree in school administration
- PH.D in Education

### **School and Community Relations**

- Knowledge of school history
- Shows pride in school within the community
- Collaborates with community
- Understands demographics
- Respected by school and community
- Involved in vertical team
- Supportive of students, parents and teachers
- Welcoming and inclusive
- Loves our students
- Supportive of EC's
- Know the community
- Honest
- Prioritizes SEL
- Lives nearby
- Open to innovative relationships
- Inviting/encouraging towards community and school partnerships

### **Leadership Style**

- Open to feedback-good listener
- Has high expectations for all take very seriously that all the kids graduate
- Takes responsibility for student/teacher/school success or failure
- Leads by example
- Works well under pressure
- Collaborative
- Reflective
- Accountability
- Problem solver
- Builds up and supports your team
- Open to suggestions
- Calm yet proactive

## **Akins High School School Leadership Profile**

- Quick thinker
- Confident, even in emergency situations
- Flexible
- Organized
- Delegates and builds community
- Role model

### **Personal Qualities**

- Direct
- Compassionate
- Student centered, open door/open minded
- Values current education structure (academies)
- Believer of god. Friendly and loving with strong character to help the kids to grow responsible citizens
- Approachable in all environments (quick thinker)
- Passion for kids
- Good listener
- Outside the box thinker
- Nonjudgmental (Understanding)
- Energetic
- Present/visible, known/seen
- Willing to put down roots
- Honest beyond reproach
- Responsive and flexible
- Empathetic
- Caring
- Has a good work balance
- Team builder
- Bilingual
- Stakeholder
- Family first
- Organized
- Friendly
- Understanding
- Communicates to all people