

Austin ISD Leadership Framework



Austin ISD Leaders are visionary innovators who are focused on equity, achievement and collaboration for all members of the school community.

The Austin ISD Leadership Framework encompasses the skills and knowledge campus administrators must possess to provide a positive impact on the learning community.

COMPETENCY 1: INSTRUCTIONAL LEADER

The campus administrator builds, develops, and empowers the school community to ensure that all students engage in authentic high quality instruction.

1. a. The campus administrator ensures strategic selection and implementation of innovative curriculum and daily and long-term planning in all classrooms aligned with state standards, including college and career readiness standards.
1. b. The campus administrator monitors and ensures high quality, culturally responsive instructional practices among teachers and staff that improves student performance.
1. c. The campus administrator analyzes and utilizes multiple forms of student data to inform instruction and intervention decisions to maximize student achievement.
1. d. The campus administrator ensures effective instruction which maximizes growth of individual students and student groups, exhibits a commitment to equity and creates a sense of urgency to close achievement gaps.

COMPETENCY 2: TALENT DEVELOPER

The campus administrator selects, retains and grows a highly effective school community by developing a culture of continuous learning.

2. a. The campus administrator purposefully selects and places diverse staff to promote equitable practices to meet the needs of all students.
2. b. The campus administrator coaches and develops the professional capacity of the school community by providing personalized, actionable feedback and opportunities for professional learning to promote each student's success and well-being.
2. c. The campus administrator develops and applies teacher and staff performance management systems in a way that ensures a culture of continuous improvement, support, and accountability.
2. d. The campus administrator develops and empowers leaders to share ownership and responsibility for the school's vision and goals.

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COMPETENCY 3: EXECUTIVE LEADER

The campus administrator models professional responsibilities and implements systems that align with the district and school's vision by reflecting on results, maximizing resources, and ensuring effective management.

- 3. a.** The campus administrator collects data, identifies problems, analyzes root causes and develops effective strategies to resolve issues.
- 3. b.** The campus administrator proactively seeks feedback, reflects on personal growth areas, pursues development opportunities, and changes practice in ways that improve student outcomes.
- 3. c.** The campus administrator adheres to the Code of Ethics and Standard Practices for Texas Educators that demonstrate a moral imperative to educate all children and follows district practices and procedures.
- 3. d.** The campus administrator utilizes systems thinking for efficiency of school routines, processes, and operations.
- 3. e.** The campus administrator responsibly allocates and monitors financial resources.

COMPETENCY 4: CULTURE BUILDER

The campus administrator leads equitably by implementing a student centered vision that is positive, inclusive, and develops the whole child while meaningfully engaging students, families, and community members.

- 4. a.** The campus administrator fosters a culture of empowerment, continuous improvement, and celebration.
- 4. b.** The campus administrator collaboratively promotes an environment that empowers community and families to share responsibility and ownership of the school and student learning.
- 4. c.** The campus administrator leads stakeholders to create a safe, welcoming and inclusive school community to support all students' intellectual, social and emotional development.
- 4. d.** The campus administrator solicits and is receptive to diverse viewpoints in order to promote equitable decision-making.