

GISD
GARLAND USA
PRINCIPAL PROFILE

**SHAPING A VISION
OF EQUITY AND
SUCCESS FOR ALL**



Establish a schoolwide vision of commitment to high standards and the success of all students

Maintain high expectations for all, including clear and public standards, which are key to closing the achievement gaps

Ensure the belief of academic success for all is embraced by stakeholders

Develop a shared vision around standards and success for all students as an essential element of school leadership

**CULTIVATING
LEADERSHIP
IN OTHERS**



Depend on others to accomplish the group's purpose

Encourage the development of leadership across the organization

Improve both teacher motivation and work climate

Provide all stakeholders with greater influence on decisions

Play a major role in developing a "professional community" of teachers who guide one another in improving instruction

**CREATING A
CULTURE OF
EXCELLENCE**



Ensure both adults and children put learning at the center of their daily activities

Focus on building a sense of school community to combat teacher isolation, closed doors, negativism, defeatism and teacher resistance

Engage parents and others outside the immediate school community, such as local business people

**IMPROVING
INSTRUCTION**



Work relentlessly to improve achievement by focusing on the quality of instruction

Define and promote high expectations

Connect directly with teachers and the classroom

Encourage continuous professional learning

Emphasize research-based strategies to improve teaching and learning and initiate discussions about instructional approaches

**MANAGING
PEOPLE,
DATA AND
PROCESSES**



Identify and select talent by accurately assessing campus and personnel needs

Hold people accountable by clearly stating expectations, providing exemplars, and implementing accountability measures

Use data to make decisions and compel action

Follows the continuous improvement cycle

Ensure consistent campus tenure, where principals remain on campus for 3 to 10 years