School Leader Domain & Dimensions Self-Assessment

Candidate Name:

The [name of school district] has adopted the School Leader Paradigm (ilprincipals.org/resources/paradigm) as its leadership framework. The School Leader Paradigm identifies the critical leadership dispositions and essential behaviors school leaders must possess and exhibit to be effective. As part of the application process, the Search Committee would like each applicant to complete a self-assessment of their leadership behaviors broken down by the three domains of the School Leader Paradigm — Culture, Systems, and Learning.

Step 1: Self-assess your leadership behaviors in each domain (Culture, Systems, Learning) and rank the domains using the following rating scale:
1. This is my strongest domain.
2. This is the second strongest domain.
3. This is third strongest domain.

Step 2: Identify your top three dimensions (essential behaviors) in each domain and rank them using the following scale:
1. This is my strongest dimension in this domain.
2. This is the second strongest dimension in this domain.
3. This is third strongest dimension in this domain.

Step 3: Provide any additional information you would like the committee to consider about your leadership behaviors in these domain areas.

☐ CULTURE DOMAIN

The organization's efforts to create, foster, and sustain a student-centered climate and culture where all adults strive to build positive and unconditional relationships with all students, while ensuring equitable access and opportunities to high-quality programs.

☐ **Relationships**
Focuses on developing and strengthening internal, personal, and external relationships that support the school's mission and vision and creates an environment where a diversity of ideas and opinions can be shared, appreciated, and respected.

☐ **Student Centeredness**
Cultivates an educational environment that addresses the distinct academic, social, emotional, and physical needs of all students and conveys high expectations, support, and mutual respect among all staff and students.

☐ **Wellness**
Fosters and supports a culture of physical, mental, and social-emotional wellness for the entire school community.

☐ **Equity**
Focuses on creating an environment that accentuates fairness by collaboratively developing and implementing a clear vision of equity for all stakeholders in which individual differences are recognized and accommodated to eliminate and prevent inequities.

☐ **Traditions/Celebration**
Nurtures an environment that models and builds a culture of mutual respect and recognizes, celebrates, and honors all students, staff, and community for their achievements and service to others.

☐ **Ethics**
Cultivates an environment in which each individual demonstrates and exemplifies ethical behaviors, values, and respect for others.

☐ **Global Mindedness**
Creates an environment that builds, models, and endorses a global-minded perspective for all stakeholders through the promotion of cultural diversity, partnerships, and community connections.

☐ SYSTEMS DOMAIN

The organization's efforts to assess a learning organization's current systems, initiate a cycle of inquiry focused on dismantling historically inequitable systems, and engage stakeholders in a collective effort to establish sustainable student-centered systems.

☐ **Vision/Mission**
Fosters an environment in which the school's vision and mission drive the strategic alignment of organizational decisions and resources.

☐ **Communication**
Utilizes a collaborative process to ensure safe and meaningful communication with and among all stakeholders that supports the school's vision and mission.

☐ **Collaborative Leadership**
Builds a culture of professional learning, mutual trust, and shared responsibility by focusing on empowering and supporting others as leaders.

☐ **Data Literacy**
Promotes a data-driven culture of decision-making for continuous improvement.

☐ **Strategic Management**
Employs a process of setting goals aligned to the school's mission and vision, developing plans for meeting those goals, mobilizing the resources needed for implementation, and evaluating the results of those actions in order to determine next steps as part of a model of continuous improvement.

☐ **Safety**
Establishes expectations, processes, and procedures to ensure the physical, mental, and emotional safety of all stakeholders.

☐ **Operations**
Manages system's logistics to leverage the educational, operational, and financial affairs and resources of the school to effectively balance operational efficiencies and student learning needs.

☐ LEARNING DOMAIN

The organization's efforts, to create and sustain a culture of ongoing reflective, culturally responsive, and inclusive learning for students, adults, and the entire learning organization as a whole.

☐ **Reflection/Growth**
Nurtures a culture of self-reflection that allows each stakeholder and the school to achieve peak performance.

☐ **Result-Orientation**
Cultivates an environment in which high, data-driven expectations of results for student learning are embraced and drive organizational and personal growth.

☐ **Curriculum**
Ensures a learning-focused curriculum that is comprehensive, rigorous, aligned, and focuses on a high level of personal and academic achievement for all students.

☐ **Instruction**
Collaboratively develops an effective, research-based instructional program with nonnegotiable expectations for all teaching staff that produce a high level of personal and academic achievement for every student.

☐ **Assessment**
Fosters a learning environment that utilizes data to monitor student progress, improves the instructional process and learning environment, and ensures high levels of personal and academic growth for all students.

☐ **Innovation**
Creates an environment that supports creative thinking and risk-taking in order to generate knowledge and insight through nontraditional ways.

☐ **Human Capital Management**
Focuses on developing processes and procedures that assist with the recruitment and selection of talent and the ongoing strategic management of talent for organizational improvement.