

# Chicago Public Schools Principal Competencies

## **Develop and Articulate Belief System through Voice and Actions**

- Engage staff, students, parents, local school council and community to work toward developing and implementing a common vision
- Have ability to engage broad representation of school in strategic planning
- Lead by example, exhibiting high ethics and moral leadership and a strong belief that all children can learn, regardless of perceived ability, gender, race, ethnicity, color, sexual orientation, religion, and socio-economic status
- Involve parents and community in supporting and enhancing the instructional programs of the school

## **Engage and Develop Faculty**

- Develop teacher leadership within school
- Support staff development strategically to build internal capacity and capability
- Align staff development with school goals and district priorities
- Establish a community of learners
- Recruit and retain competent teachers and counsel out low performers

## **Assess the Quality of Classroom Instruction**

- Know and have the ability to direct the implementation of successful literacy and mathematic strategies school-wide
- Possess expert knowledge of a range of effective learning theories and practices, with the ability to model practice, and coach and assist teachers to support instructional improvement
- Have an understanding of and ability to lead standards-based instruction
- Be able to use data to improve instruction and student achievement

## **Facilitate/Motivate Change**

- Possess an understanding of the change process both for individuals and for organizations
- Possess a commitment to children and set high expectations for all students
- Be a self-starter and solid problem solver
- Possess strong interpersonal skills and be able to work with a diverse group of people
- Be a reflective learner, consistently assessing his or her own work with an analytical eye in order to continuously grow
- Facilitate shared accountability for results
- Possess the ability to use data in strategic planning, demonstrating the ability to influence people to improve their practice

## **Balance Management**

- Delegate effectively to achieve school objectives
- Manage budget, aligning resources with instructional priorities
- Manage operations to support instruction
- Have ability to analyze, design and implement classroom and school-wide management and safety plans to create a safe, student-centered environment