



# Leadership Framework

Literacy, Numeracy, SEL, Transitions

**WHERE WE ARE:** MNPS has developed a leadership framework that reflects best practice and is research based. There is confidence that the identified competencies will drive high quality leadership, increase employee engagement, and improve student outcomes. Principals were introduced to the framework in June and July and created aligned action plans to ensure alignment in implementation.

**WHERE WE ARE GOING (2021-2022):** MNPS will bring the Leadership Framework to life by aligning all principal professional development to the framework. Strong connections to the leadership framework's roles, responsibilities, and key behaviors in these structures will drive best practice. Each month at the Principal Leadership Network meeting principals will engage in professional dialogue and planning in implementing the framework.

The Aspiring Principals Program (APP) has aligned the content delivered in the program, which is designed to identify and prepare the next generation of MNPS principals, to the Leadership Framework.

Beyond the principal role, MNPS will institutionalize leadership roles and responsibilities as part of our culture, at all levels of the organization. Key Behaviors specific to the role may vary, but the core of leadership translates to classroom, school, and district leaders. By integrating the framework in leadership communications and performance management, MNPS will improve our capacity to lead our employees to a greater sense of confidence and belonging in the work.

## MEASURABLE GOALS:

- Executive Directors of Schools will provide on-going feedback to principals monthly that is directly aligned to the framework.
- Principal Action Plans will identify and implement actions directly aligned and prioritized within the framework.
- 360 Survey instruments will be deployed measuring behaviors prioritized within the framework.
- The framework will be adapted for non-administrative staff and professional development offerings will be developed, conducted, and evaluated for non-administrative staff.

## AT A GLANCE

- **Challenges:** Reducing variability across the district in implementation of the framework
- **Opportunities:** Re-engage all staff in leadership development conversations, develop district-wide leadership culture
- **Outcomes:** Improved Student Achievement, Improved School Culture, Improved Employee Engagement
- **Partnerships:** All Central Office Teams, Nashville Public Education Foundation



## INITIATIVE LEADS:

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