

DLP Component 1

**Assignment 1.1: Assessing and Enhancing Your School's Identity**

**Part One:**

Mission Statement: Nashville Elementary School will provide opportunities for students, staff and families to increase student achievement and celebrate diversity in a safe and nurturing environment.

Assessment: Proficient - a written statement(s) is in place and used on a periodic basis by the school to lead school improvement.

Vision Statement: Partnering with students, staff, family and community to provide all students with a rigorous and relevant educational curriculum to develop globally competitive future ready citizen.

Assessment: Proficient - a written statement(s) is in place and used on a periodic basis by the school to lead school improvement.

Values/Beliefs Statement: Not Available.

Assessment: Not demonstrated – no evidence of a written statement(s).

**Part Two:**

According to NCSSE standards 1a, 1b, and 1c, in order for a principal to score above proficient, he or she must collaboratively develop mission and vision statements with stakeholders and continuously utilize the mission and vision when communicating with students, staff, and communities to develop shared understanding and movement toward school improvement. While the vision and mission statements are present, they are not frequently communicated and stakeholders were not utilized during the development stage. For this reason, I evaluated the current state of these statements as proficient. According to the article "Developing Your

School's Organizational Identity: Foundation of Collaborative Learning Communities," principals of new schools must move beyond managing operations and truly *lead* for schools to reach their full potential. There is no values or beliefs statement present, so I evaluated this component as not demonstrated.

### **Part Three**

- Develop Values and Beliefs statement using components of school motto: Leadership, Teamwork, Tradition.
- Include stakeholders in the development of Mission, Vision, and Beliefs statements.
- Drive improvements and school culture using and referencing the Mission, Vision, and Beliefs statements to create enhanced buy-in and improved clarity of school identity.

### **Assignment 1.3: Personal Reflection on Strategic Leadership**

The basis upon which NCPAPA identifies Strategic Leadership as their driving leadership standard is rooted in the visionary and change-embracing skills associated with the component. A leader with strong strategic leadership skills clearly articulates his or her vision for the organization in a way that promotes buy-in and enthusiasm from stakeholders. The leader embraces and invites innovation and change, and has an ability to grasp others' willingness to change and grow. At its most basic level, strategic leadership is a leader's ability to convey charisma and convince others to work toward the end goal, or vision. Without a compelling leader, the other six standards become mundane and meaningless. In examining my own strategic leadership potential, I believe this is a pivotal skill that is crucial to develop and improve. The first step to moving toward "Distinguished" on the NCSSE tool is creating and utilizing a compelling vision and mission for a school. After learning about a school's history, community, and stakeholders, I will need to begin to create a vision and mission statement that clearly communicates the values of stakeholders. Once developed, I will continuously use these statements as drivers for decision-making and school improvement with my team. Within the mission and vision, it is important that myself and stakeholders clearly identify our role in ensuring students are prepared for the ever-changing demands of communities in respect to gaining 21<sup>st</sup> century skills. If this aspect is clearly defined, my ability to lead change and school improvement in the direction of our identified goal will be more clearly understood and hopefully more easily received by staff. Finally, to continue buy-in toward the vision and to develop leaders within my building, I will purposefully provide opportunities for and encourage staff to engage in leadership roles and decision-making to improve school outcomes. Providing distributive leadership empowers teachers and increases eagerness to improve all throughout the building. This skill is essential to "feed the fire" of the vision and mission, so to speak.