

CANDIDATE SELECTION ATTRIBUTES

2019 - 2020

The following are leadership attributes to consider when recommending candidates to participate in the **EMERGING LEADERS ACADEMY's** Program ...

DISPOSITIONS

Strengths as a Leader:

- Proficiency at learning about themselves and other people
- Being self-reflective and a lead learner
- Interest in the work of school improvement
- Seeking out and rising to challenges
- Possess an innovative mindset that will lead to higher-level pursuits for all learners

Personal commitment to Equity and Excellence:

- Beliefs and values regarding educational opportunities for all students
- Treating all students and adults with respect and dignity

Presence and Attitude as a Leader:

- Communicating a presence and attitude that inspires confidence in the potential of leading others
- Ability to be self and socially aware and possess the capability to self and socially manage oneself
- Adept in responding to challenging situations while one is under stress

PROFESSIONAL PRACTICE

Deep Instructional Knowledge:

- Developing standards- and evidence-based instructional approaches
- Demonstrating advance, culturally responsive pedagogical skills and repertoire
- Knowledge of intrinsic motivation, differentiation, and a whole-child focus
- Using assessment and data to inform instruction and high expectations for all

Collaborative Orientation:

- Interacting with adults to solve problems related to student learning and achievement
- Engaging in dialogue with adults that leads to shifts and changes in attitudes and practice
- Enhancing improvement processes within adults that contributes to high performance

Education Systems Management:

- Ability to manage the interdependent components of the organization toward school improvement
- Potential of engaging the management system in the service of both student and adult learning
- Viewing the family and community as integral to the educational system

ETHICS

Ethical Conduct and Leadership:

- Guided by a moral-ethical perspective on leadership roles and responsibilities
- Communicating the importance of ethical conduct for every member of the school-community
- Understanding that ethical conduct and leadership holds everything together

(Adapted from the Center for Urban Education Leadership, UIC)