



## Mastery Schools Leadership Competencies

COMPETENCIES	INDICATORS
<p><b>Require Excellence:</b> Mastery leaders are <u>highly accountable</u> for individual and team outcomes. Insist that all students can and must engage in <u>grade level rigor</u> and independence. Recognize and maintain a <u>sky high bar</u>. Seize every opportunity to increase rigor and drive student achievement. Act urgently to ensure all students and staff are meeting high expectations. <u>See it, address it.</u></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Highly accountable</li> <li><input type="checkbox"/> Require grade level rigor</li> <li><input type="checkbox"/> Sky high bar</li> <li><input type="checkbox"/> See it, address it</li> </ul>
<p><b>Manage and Inspire the Team:</b> Mastery leaders <u>enroll their team</u> in a vision of excellence and ambitious goals. <u>Utilize management routines</u> with consistency and fidelity. <u>Narrate the positive</u> and consistently <u>address underperformance</u>.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Enroll the team</li> <li><input type="checkbox"/> Utilize management routines</li> <li><input type="checkbox"/> Narrate the positive</li> <li><input type="checkbox"/> Address underperformance</li> </ul>
<p><b>Develop Talent:</b> Mastery leaders <u>coach, shadow, and provide formal evaluative feedback</u> to their teams. Utilize high-leverage professional development tools including formal PD sessions, coach plans, and <u>real-time feedback</u> to develop and retain high performers.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Coach and shadow team</li> <li><input type="checkbox"/> Provide formal evaluative feedback</li> <li><input type="checkbox"/> Deliver real-time feedback</li> </ul>
<p><b>Analyze and Execute:</b> Mastery leaders <u>analyze data</u> to <u>define root causes</u> and document action plans that improve student outcomes. <u>Act boldly to problem solve and ensure planned strategies outside the problem</u>. Execute plans and <u>organize calendar, team, and time</u> to achieve goals.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Execute data analysis routines</li> <li><input type="checkbox"/> Execute bold, right-sized strategies</li> <li><input type="checkbox"/> Organize calendar, team, and time</li> </ul>
<p><b>Build Trust and Partner Authentically:</b> Mastery leaders follow through on commitments, adhere to Mastery values, and <u>address unproductive dynamics</u>. <u>Build and maintain productive relationships</u> with staff, parents, and community. <u>Communicate proactively and transparently</u>. Display <u>self-awareness</u> in interactions with stakeholders.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Address unproductive dynamics</li> <li><input type="checkbox"/> Build productive relationships</li> <li><input type="checkbox"/> Communicate proactively and transparently</li> <li><input type="checkbox"/> Display self-awareness</li> </ul>
<p><b>Demonstrate Cultural Competence:</b> Mastery leaders effectively <u>manage across lines of difference</u>. Analyze student and staff data to address disproportionality and <u>disrupt inequity</u>.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Manage across lines of difference</li> <li><input type="checkbox"/> Disrupt inequity</li> </ul>
<p><b>Command and Cultivate Job Specific Knowledge:</b> Mastery leaders <u>demonstrate expertise across all domains of role-specific knowledge</u> including Annual Goals, <u>Mastery Common Foundation</u>, KPIs, Data Systems, and State Assessments. <u>Take responsibility for their own personal development</u>.</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Demonstrate role-specific knowledge</li> <li><input type="checkbox"/> Execute Mastery Model</li> <li><input type="checkbox"/> Take responsibility for development</li> </ul>