

# Clifton Center Leadership Profile



**EQUITY**

**ACHIEVEMENT**

**COLLABORATION**

## LEADERSHIP BELIEF STATEMENT

The Austin ISD leadership framework encompasses the skills and knowledge campus administrators must possess to provide a positive impact on the learning community.

## VISION OF A HIGHLY EFFECTIVE CAMPUS LEADER

Austin ISD leaders are visionary innovators who are focused on equity, achievement, and collaboration for all members of the school community.

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| <p><b>Instructional Leader</b><br/>Builds, develops, and empowers the school community to ensure that all students engage in authentic high quality instruction.</p>                                | <ol style="list-style-type: none"> <li>1. Actively aware of teacher strengths and growth needs, providing personalized support and professional development opportunities.</li> <li>2. Models effective instructional practices during staff development to enhance teaching quality and foster professional growth.</li> <li>3. Deeply understands the community, including students, neighborhoods, and school programs, to ensure the school serves its unique needs.</li> <li>4. Encourages and promotes the implementation of innovative curriculum and instructional strategies, supporting diverse approaches to teaching.</li> <li>5. Has strong knowledge of special education laws and best practices, ensuring compliance and effective instruction for students with disabilities.</li> </ol>  |
| <p><b>Talent Developer</b><br/>Selects, retains and grows a highly effective school community by developing a culture of continuous learning</p>  | <ol style="list-style-type: none"> <li>1. Encourages staff to take on roles that align with their strengths and provides personalized recommendations for growth opportunities.</li> <li>2. Prioritizes strategic staffing by intentionally hiring a diverse team that mirrors the student population, including gender representation.</li> <li>3. Has a solid understanding of special education, with extensive experience teaching special education and participating in ARDs, especially in schools where a high percentage of students receive these services.</li> <li>4. Actively promotes the school's vision by soliciting input and fostering shared ownership among staff, ensuring a unified approach to goals.</li> <li>5. Provides meaningful, regular feedback to teachers and staff, supporting their professional growth while retaining talent and promoting staff stability.</li> </ol> |
| <p><b>Executive Leader</b><br/>Models professional responsibilities and implements systems that align with the district and school's vision by reflecting on results, maximizing resources, and</p> | <ol style="list-style-type: none"> <li>1. A competent leader and decisive decision-maker with strong institutional knowledge, knowing the right contacts to effectively address issues.</li> <li>2. Advocates for the school's needs within the district, ensuring Clifton remains an integral part of Austin ISD.</li> </ol>  |

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| <p>ensuring effective management.</p> | <ol style="list-style-type: none"> <li>3. Fiscally responsible, budgets wisely to allocate resources efficiently and support the school's goals.</li> <li>4. Experienced in participating in ARDs, with a deep understanding of special education processes and compliance.</li> <li>5. Values an open-door policy and actively seeks input from all staff members, both professional and classified, fostering a collaborative environment.</li> </ol> |
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| <p><b>Culture Builder</b></p> <p>Leads equitably by implementing a student centered vision that is positive, inclusive, and develops the whole child while meaningfully engaging students, families, and community members.</p> | <ol style="list-style-type: none"> <li>1. Values teacher voice and staff input, promoting collaboration and trust throughout the school community.</li> <li>2. Establishes strong, relatable relationships with students by understanding their unique circumstances and career readiness needs.</li> <li>3. Speaks the language of the students, fostering deeper connections and supporting their transition into industry or careers.</li> <li>4. Promotes equitable practices that meet the diverse needs of all students, ensuring fairness and attention to individual circumstances.</li> <li>5. Celebrates the efforts and successes of students, teachers, staff, and parents, building positive relationships and trust within the school community.</li> </ol> |
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