



## Omaha Principal Competency Overview As of January 2016

OPS Domain	Competency	Elements
Student Achievement & Engagement	Achievement and Results	<p><b>Achievement and Results:</b> Leader articulates clear expectations and holds self and others accountable for achieving high results for all students.</p> <ul style="list-style-type: none"> <li>• Demonstrates high expectations and an unyielding belief that all students can and will achieve at high levels.</li> <li>• Holds self and others accountable for reaching high academic achievement of all students.</li> <li>• Articulates a clear and compelling vision to prepare all students for college, career, and community leadership.</li> <li>• Sets challenging goals, continuously monitors progress, and demonstrates persistence to overcome obstacles to achieve goals.</li> <li>• Proactively develops and implements school improvement plans to accomplish student achievement goals.</li> <li>• Helps teachers reach and engage each student based on individual needs and interests.</li> </ul>
	Equity Leadership	<p><b>Equity Leadership:</b> Leader demonstrates awareness and conviction to address inequities and holds adults accountable for doing the same.</p> <ul style="list-style-type: none"> <li>• Creates urgency and develops plans to close achievement gaps and prepare all students for college and career success.</li> <li>• Addresses biases, engages in courageous conversations, and makes difficult decisions in the best interest of students.</li> <li>• Supports teachers and staff to skillfully address race, culture, class, language acquisition and unique student learning needs to ensure all students achieve at high levels.</li> </ul>
Instructional Leadership	Instructional Leadership	<p><b>Instructional Leadership:</b> Leader helps all students master standards through data-driven instruction and staff evaluation and development.</p> <ul style="list-style-type: none"> <li>• Promotes student mastery of standards by implementing rigorous instructional strategies and assessments aligned to curricula.</li> <li>• Uses – and enables others to use – multiple forms of student achievement data to inform instruction and advance learning.</li> <li>• Ensures that teachers check for student understanding and clarify, reteach, or adjust instruction.</li> <li>• Partners with staff to provide students the appropriate scaffolds and interventions to meet their individual learning needs.</li> <li>• Evaluates staff and teachers. Observes classrooms to support effective teaching practices that result in improved student achievement.</li> <li>• Provides coaching and timely, targeted, actionable feedback to ensure growth in practice.</li> </ul>
	Talent Management	<p><b>Talent Management:</b> Leader promotes professional learning, maximizes staff talent, and appropriately matches talent to student needs.</p> <ul style="list-style-type: none"> <li>• Differentiates approach based on performance: recognizes and retains high performers, provides targeted support to mid-performers, and develops or exits low performers.</li> <li>• Strategically selects and assigns staff to meet students’ unique needs.</li> <li>• Provides targeted professional development and support based on observation and student data.</li> </ul>

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School Culture and Community Engagement	School Culture	<p><b>School Culture:</b> Leader creates a culture that promotes learning, collaboration, respect, and safety for all.</p> <ul style="list-style-type: none"> <li>• Creates a positive, safe, respectful, and welcoming school culture that focuses on each student’s development.</li> <li>• Promotes collaboration among students, families, staff, and the community.</li> <li>• Shares leadership or delegates appropriately, leveraging individuals’ strengths and interests.</li> <li>• Sets and maintains clear expectations for students that inform positive behavior management strategies.</li> <li>• Engages families as integral partners in their children’s education.</li> </ul>
	Communication & Interpersonal Skills	<p><b>Communication and Interpersonal Skills:</b> Leader skillfully and appropriately engages diverse constituents to meet student needs.</p> <ul style="list-style-type: none"> <li>• Actively listens, solicits input from diverse stakeholders, and seeks to understand and address others’ perspectives and needs.</li> <li>• Effectively communicates with students, families, staff, and the community.</li> <li>• Moves adults to take action and ownership. Manages change, gains buy-in, and overcomes resistance.</li> <li>• Resolves conflict in a direct but constructive manner, seeking “win-win” solutions.</li> <li>• Develops and navigates school and district relationships and understands implications of actions.</li> <li>• Reflects, accurately assesses own strengths and growth areas, solicits candid feedback, and seeks ongoing growth opportunities.</li> </ul>
Strategic Leadership to Drive Results	Problem Solving and Strategic Thinking	<p><b>Problem Solving and Strategic Thinking:</b> Leader assesses situations, defines action plans, and solves problems to accomplish goals.</p> <ul style="list-style-type: none"> <li>• Collects, analyzes and uses multiple forms of data to make informed decisions.</li> <li>• Identifies problems, analyzes root causes, and develops effective solutions.</li> <li>• Executes effectively: develops and implements action plans, anticipates risks, and adapts to changing circumstances.</li> </ul>
	Operational Leadership	<p><b>Operational Leadership:</b> Leader develops school systems, procedures and protocols to maximize instructional time and attain school goals.</p> <ul style="list-style-type: none"> <li>• Prioritizes, aligns, and effectively manages people, time, and resources (e.g., budget, facilities, etc.) to improve student outcomes and attain school goals.</li> <li>• Establishes clear systems and structures to maximize instructional time and student learning.</li> <li>• Delegates and monitors school operations to ensure a safe learning environment and asks for support to resolve issues as appropriate.</li> </ul>