

CPS is committed to ensuring every school has strong leaders that provide opportunities for all students to achieve their fullest potential. Strong leaders focus on equity to provide a high-quality public education for every child, in every neighborhood, that prepares each for success in college, career, and civic life. School leadership can be distributed across roles, including but not limited to: assistant principals, deans, instructional coaches, instructional leadership team members, and other teacher leaders. The Focus Components are highlighted below.

Domain 1: Organizational Leadership	Domain 2: Instructional Core
<p>Oversees systems, structures, and processes for continuous improvement</p> <ul style="list-style-type: none"> a. Vision, mission & goals: Collaboratively sets evidence-based vision, mission, and goals that reflect high expectations for every student & ensures the vision, mission and goals drive school decisions b. Strategic planning & change management: Collaboratively creates and executes schoolwide plans supported by strategic and equitable resource allocation resulting in an effective change management process c. Continuous improvement: Creates and implements a continuous improvement cycle that integrates transparent planning, implementation, data review, and strategic adjustments in order to achieve sustained practices that result in measurable improvement 	<p>Ensures rigorous and coherent curriculum, instruction and assessments aligned to the needs of every student</p> <ul style="list-style-type: none"> a. Courses & content: Ensures academic programming and curricula are culturally responsive, rigorously prepare students for academic and postsecondary success, and align to student and school needs b. Instructional strategies: Oversees implementation of effective instructional strategies and interventions aligned to student and school needs. c. Balanced Assessment Systems: Oversees the implementation of a balanced assessment system that measures the depth and breadth of student learning, monitors progress towards college and career readiness, and produces actionable data to inform planning for instruction, academic supports, and resource allocation
Domain 3: Climate & Culture	Domain 4: Talent
<p>Ensures that organizational norms, routines and systems equitably promote the students' intellectual, social, and emotional development</p> <ul style="list-style-type: none"> a. Family & community engagement: Proactively fosters relationships with families, local school committees, and community members. Leverages family and community assets, and helps students and families own and contribute to school's goals. b. Connectedness & wellbeing: Creates a school climate that promotes social, emotional and physical health and ensures the safety, positive behavior, and well-being of all students, staff and self c. Systems & structures: Effectively organizes and manages school logistics (communication, scheduling, space, procedures, etc.) to accomplish school goals and create a positive, inclusive school culture 	<p>Ensures development, and retention of diverse talent and cultivates distributed leadership structures</p> <ul style="list-style-type: none"> a. Development & evaluation: Creates opportunities and structures for continuous growth of staff and self by ensuring they have equitable access to training, coaching and/or other developmental resources. Provides fair assessments of performance including timely feedback to inform development b. Professional culture & retention: Creates a collaborative professional culture in which staff of all backgrounds feel valued, respected, and want to stay and contribute to the school's goals c. Distributed leadership: Creates and supports effective teams, consistently distributing leadership roles and responsibilities, and develops staff leadership capacity in a manner that results in improvements to academic and operational performance