

# Fulton County Schools Leadership Competency Framework

## CREATES VALUE FOR OUR CUSTOMER

### Cultivates Networks

Learns how the organization and external environment works and can proactively navigate complex political situations to create more productive reactions and results. Uses knowledge of networks to build relationships inside and outside of FCS to advance FCS's goals.

## CREATES VALUE FOR OUR CUSTOMER

### Drives for Excellence

Sets high standards of accomplishment and commitment for self, team and FCS. Keeps abreast of all customers' needs and important trends to ensure that all FCS's activities drive services/solutions that meet customers' (internal and external) perspectives and needs.

## CREATES VALUE FOR OUR CUSTOMER

### Ensures Strategic Execution

Translates strategic priorities into effective implementation by assigning clear authority and accountability, coordinating communications, monitoring progress, and creating plans that align processes and resources. Effectively utilizes the latest technologies to continuously improve the management of the school and enhance student instruction. Effectively uses available time to complete work tasks and activities that lead to the achievement of desired work or school results. Runs effective meetings.

## EMBRACES CHANGE TO DRIVE IMPROVEMENT

### Establishes Strategic Direction

Understands student's needs in the competitive nature of the new global economy. Understands the impacts of school and district influences, systems and external stakeholders, and applies that understanding to advancing the achievement of the school or team. Makes decisions and commits to strategic priorities that create sustainable benefits for FCS and support the mission and values.

## EMBRACES CHANGE TO DRIVE IMPROVEMENT

### Leads Change

Identifies and drives organizational and cultural changes needed to strategically adapt to the evolving environment and customer needs. Fosters innovation and risk taking by modeling and championing new ideas and initiatives that deliver increased customer value. Manages the change process and associated inquiries. Creates a clearly delineated structure for responding to requests/situations in an expedient manner.

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### LEADS BY EXAMPLE

#### Leads through Vision and Values

Delivers clear and meaningful communications about FCS's vision and values to drive aligned decision making and actions. Effectively perceives the needs and concerns of others; deals tactfully with others in emotionally stressful situations or in conflict. Knowing what information to communicate and to whom. Relating to people of varying ethnic, cultural, and religious backgrounds.

### LEADS BY EXAMPLE

#### Promotes Collaboration & Empowerment

Earns others' trust by demonstrating open communication and behavior consistent with moral, ethical, and organizational guidelines. Models and promotes a free flow of information, communication and teamwork throughout the organization. Identifies, facilitates and mediates in conflict situations.

Creates an environment that fosters personal investment and excellence and moves decision making and accountability through the organization, enabling others to stretch their capability and those around them.

### DEVELOPS OUR CAPABILITY

#### Pursues and Passes on New Learning

Conveys and demonstrates a clear commitment to continuously learning and developing professionally.

### DEVELOPS OUR CAPABILITY

#### Builds the Organization's Talent

Establishes organizational systems and processes to attract, motivate, develop, and retain individuals in a way that allows them to optimize their contribution and satisfaction.

### DEVELOPS OUR CAPABILITY

#### Conducts General Data Analysis and Evaluation

Systematically examines various data or information to identify patterns, tendencies and trends. Compares and contrasts products/services, items, strategies, and courses of action to propose alternatives and/or recommendations.