

New & Aspiring Leaders

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WHAT DO YOU DO?



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HOW DO YOU DO IT?



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WHY DO YOU DO IT?



COMMUNITY AGREEMENTS

- Engage fully.
- Take risks.
- Be mindful of other learners.
- Take care of yourself.



Scenario

It's 8:10 AM, and you're already behind. A teacher caught you outside your office to vent about a new initiative they feel left out of. You nod, promise to follow up, and rush to a grade-level meeting where you're supposed to help resolve a disagreement about hallway coverage. As the conversation circles, you realize you forgot to read the email thread leading up to it. By lunch, you've had four unscheduled conversations, postponed prepping for an upcoming parent coffee, and still haven't responded to a message from your head asking for your input on next year's staffing plan. You're busy, responsive, constantly moving — but as the day ends, you realize you've spent very little time on the things that matter most to the people who count on your leadership. You're holding it all together, but you're not leading the way you want to.



What are the **top 5** challenges you are confronting within your school community? Choose up to five.

2025

2024

1

annual fund & capital
campaign support - 47.4%

2

balancing daily demands
with strategy - 44.6%

3

retention & recruitment of
qualified staff - 42.9%

4

tuition & affordability -
30.9%

5

deferred facility maintenance
projects - 24.0%

retention & recruitment of
qualified staff - 51.8%

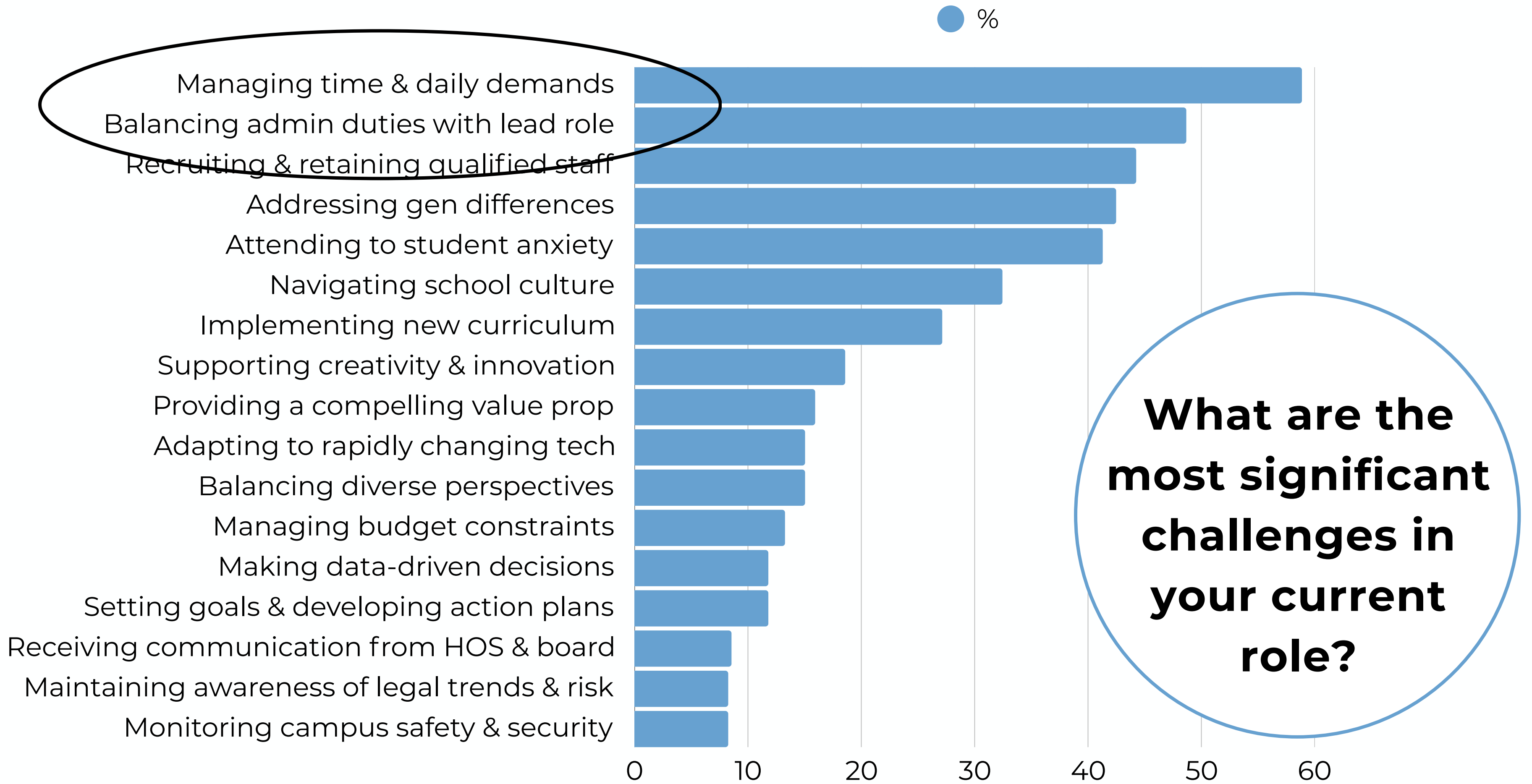
annual fund & capital
campaign support - 49.2%

balancing daily demands
with strategy - 42.9%

tuition & affordability -
38.2%


deferred facility maintenance
projects - 31.4%





A **leadership operating model** is the intentional, often invisible system by which a leader thinks, prioritizes, communicates, makes decisions, manages time, directs energy, and shows up in their role. It's like the internal software running in the background of how you lead — and it can either accelerate or hinder your effectiveness. Ultimately, it guides how a leader leads themselves, others, and the community — day to day, moment to moment.



A photograph of a bison standing in a shallow stream that flows through a grassy field. The stream is bordered by a steep, rocky hillside on the right, which is covered in dry, yellowish grass. A few trees are visible on the hillside. The overall scene is a natural, outdoor setting.

**Leading Self: One leadership
muscle I'm trying to grow is
_____ because _____.**





Leading Others: People usually come to me for _____, but I'm still learning how to _____.



A photograph of a mother Canada goose standing on a lush green lawn. She has a black head and neck with a white patch on her chin, and a white body with brown wings. She is looking towards the left. In front of her, seven small, fluffy goslings are gathered. They have light brown and white downy feathers. The background is a blurred green lawn with a tree trunk visible on the right. A semi-transparent beige box with white text is overlaid on the upper right portion of the image.

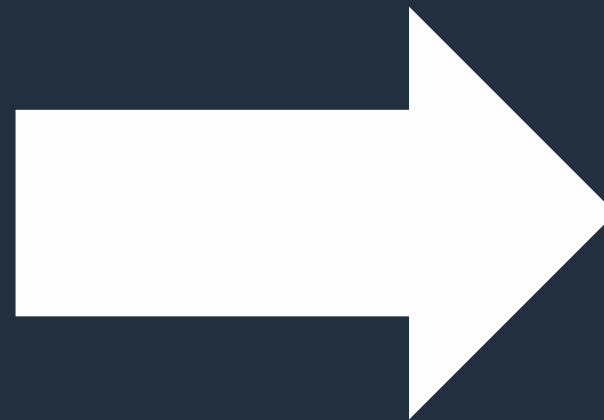
Leading Community: I want help
_____ in order to _____.



Leading Forward: The future will require more leaders who can _____, and I think I want to be one of them.



LEADERSHIP OPERATING MODEL



The responsibility of leadership is not to come up with all the ideas. The responsibility of leadership is to create an environment in which great ideas can happen.”

— Simon Sinek, *The Infinite Game*

