

## **Profile of Leadership Effectiveness (POLE™)**

The POLE™ will allow you to understand your leadership skills from the perspectives of the people you work with and for -your staff, peers, superintendent, supervisor or board members, as well as yourself. This will then become the foundation for your professional growth plan.

### **ISLLC Standards for School Leaders**

1. Vision of Learning
2. Culture of Teaching and Learning
3. Management of Learning
4. Relationships with the Broader Community
5. Integrity, Ethics, and Fairness
6. Political, Social, Economic, Legal and Cultural Contexts

### **Effective Leadership Traits and Attributes**

#### Attributes of a Trustworthy Leader

- Openness
- Reliability
- Integrity
- Benevolence
- Competence

#### Attributes of an Instructional Leader

- Participates in and nurtures a culture of continuous learning
- Models knowledge, attitude and behavior necessary for effective instruction
- Demonstrates expertise in instructional pedagogy
- Holds staff accountable to high standards and assures the resources to meet those standards

#### Attributes of Leadership Support for Second Order Change

- An Agent for Change
- Adaptability
- Strong Professional Ideals and Beliefs
- Supports and Ensures a Professional Learning Community
- Knowledge of Curriculum, Instruction and Assessment
- Monitors School Effectiveness
- An Innovator
- Goes the extra mile