



## Search Priorities

Identifying priorities begins with each individual search team member isolating their own priorities. This assessment is broken down into the School Leader Paradigm Domains — Culture, Systems, and Learning. Each domain is further broken down into seven dimensions.

1. Review the definitions of each domain and their seven dimensions on the following three pages.
2. After search team members review available school data (School Data, School's Contexts, Stakeholder Surveys, etc.), **each team member** will identify 1-3 priority dimensions in each domain and rate (do not rank) them accordingly and provide a justification for each rating. For example, you may have identified three priorities, but you may have rated them all as level 2 priorities. Please note that a team member may have none or only one or two priorities in a domain.  
1 = This is a high priority for the school.  
2 = This is important.  
3 = This is somewhat of a priority for the school.
3. Search committee members share their priorities and justifications with the entire team.
4. The **team**, through consensus building, then develops a unique leader profile using the following process:
  - Based on a thorough needs assessment, as a team, rank the 3 domains in terms of priority (1 being the highest priority).
5. Use the four categories below to generate the key hiring priorities for the position.
6. Use this profile to develop the job announcement, job description, recruitment materials, and screening tools.

Culture

Systems

Learning

Our priority **Culture** dimensions are...

Our priority **Systems** dimensions are...

Our priority **Learning** dimensions are...

Our district/school needs ...

## Search Priorities **CULTURE DOMAIN**

The organization's efforts to create, foster, and sustain a student-centered climate and culture where all adults strive to build positive and unconditional relationships with all students, while ensuring equitable access and opportunities to high-quality programs.

Dimension	Priority Rating	Justification
<b>Relationships</b> Focuses on developing and strengthening internal, personal, and external relationships that support the school's mission and vision and creates an environment where a diversity of ideas and opinions can be shared, appreciated, and respected.		
<b>Student Centeredness</b> Cultivates an educational environment that addresses the distinct academic, social, emotional, and physical needs of all students and conveys high expectations, support, and mutual respect among all staff and students.		
<b>Wellness</b> Fosters and supports a culture of physical, mental, and social-emotional wellness for the entire school community.		
<b>Equity</b> Focuses on creating an environment that accentuates fairness by collaboratively developing and implementing a clear vision of equity for all stakeholders in which individual differences are recognized and accommodated to eliminate and prevent inequities.		
<b>Traditions/Celebration</b> Nurtures an environment that models and builds a culture of mutual respect and recognizes, celebrates, and honors all students, staff, and community for their achievements and service to others.		
<b>Ethics</b> Cultivates an environment in which each individual demonstrates and exemplifies ethical behaviors, values, and respect for others.		
<b>Global Mindedness</b> Creates an environment that builds, models, and endorses a global-minded perspective for all stakeholders through the promotion of cultural diversity, partnerships, and community connections.		

## Search Priorities **SYSTEMS DOMAIN**

The organization's efforts to assess a learning organization's current systems, initiate a cycle of inquiry focused on dismantling historically inequitable systems, and engage stakeholders in a collective effort to establish sustainable student centered systems.

Dimension	Priority Rating	Justification
<b>Vision/Mission</b> Fosters an environment in which the school's vision and mission drive the strategic alignment of organizational decisions and resources.		
<b>Communication</b> Utilizes a collaborative process to ensure safe and meaningful communication with and among all stakeholders that supports the school's vision and mission.		
<b>Collaborative Leadership</b> Builds a culture of professional learning, mutual trust, and shared responsibility by focusing on empowering and supporting others as leaders.		
<b>Data Literacy</b> Promotes a data-driven culture of decision-making for continuous improvement.		
<b>Strategic Management</b> Employs a process of setting goals aligned to the school's mission and vision, developing plans for meeting those goals, mobilizing the resources needed for implementation, and evaluating the results of those actions in order to determine next steps as part of a model of continuous improvement.		
<b>Safety</b> Establishes expectations, processes, and procedures to ensure the physical, mental, and emotional safety of all stakeholders.		
<b>Operations</b> Manages system's logistics to leverage the educational, operational, and financial affairs and resources of the school to effectively balance operational efficiencies and student learning needs.		

## Search Priorities **LEARNING DOMAIN**

The organization's efforts, to create and sustain a culture of ongoing reflective, culturally responsive, and inclusive learning for students, adults, and the entire learning organization as a whole.

Dimension	Priority Rating	Justification
<b>Reflection/Growth</b> Nurtures a culture of self-reflection that allows each stakeholder and the school to achieve peak performance.		
<b>Result-Orientation</b> Cultivates an environment in which high, data-driven expectations of results for student learning are embraced and drive organizational and personal growth.		
<b>Curriculum</b> Ensures a learning-focused curriculum that is comprehensive, rigorous, aligned, and focuses on a high level of personal and academic achievement for all students.		
<b>Instruction</b> Collaboratively develops an effective, research-based instructional program with nonnegotiable expectations for all teaching staff that produce a high level of personal and academic achievement for every student.		
<b>Assessment</b> Fosters a learning environment that utilizes data to monitor student progress, improves the instructional process and learning environment, and ensures high levels of personal and academic growth for all students.		
<b>Innovation</b> Creates an environment that supports creative thinking and risk-taking in order to generate knowledge and insight through nontraditional ways.		
<b>Human Capital Management</b> Focuses on developing processes and procedures that assist with the recruitment and selection of talent and the ongoing strategic management of talent for organizational improvement.		