



## **Vice Principal Selection Competencies**

### **Alignment to KIPP DC's Mission and Vision**

- **Organizational Mission Alignment**
  - Demonstrates a commitment to excellence, equity, and justice
  - Demonstrates a commitment to educating students in educationally underserved communities
  - Demonstrates commitment to KIPP DC's core beliefs:
    - We believe all students have the right to rigorous, relevant, and joyful learning experiences led by exceptionally talented educators who promote student achievement and a sense of belonging.
    - We believe students and alumni best succeed when surrounded by a community of champions and advocates.
    - We believe communities thrive when our public school systems are diverse, ambitious, purposeful, and unwavering in their focus on what is best for students.
- **Commitment to Diversity, Equity and Inclusion**
  - Demonstrates awareness of systemic inequity and fosters equity in all decisions and actions
  - Has a growing understanding of their own identity, mindsets, privilege and biases and uses this insight to inform their relationships, actions and decisions
  - Ensures classrooms affirm and value diversity and promote equity and inclusion and maintains cultural responsiveness in own interactions
  - Approaches students and families lived experiences with empathy
  - Examines the school's practices and responds thoughtfully in order to eliminate any unintentional biases and inequities so that students, staff, families and community members can achieve, thrive and fully participate

### **Teaching Excellence**

- **Content Knowledge**
  - Uses knowledge of content and child development to plan for and internalize lesson material, deliver content clearly and make it engaging, joyous and inspiring for all learners
  - Anticipates student misconceptions and misunderstandings and successfully navigates these challenges during lesson delivery
  - Articulates the "why" behind the content in order to support the development of students' critical thinking skills
  - Connects content across disciplines and to real life and uses own content mastery to push students to carry the mental load in thinking deeply about academic content
- **Instructional Responsiveness**
  - Holds a clear vision for students to achieve and exceed grade-level mastery
  - Uses data to engage in a deliberate cycle of internalization, planning, delivery, questioning, feedback and reflection to move student mastery forward in academic and socio-emotional learning.
  - Consistently aware of how all students are performing, using a variety of grade-level benchmarks, and is able to adapt and change content, process, and product to meet the needs of students and their learning differences.
- **Care of Students and Classroom Culture**
  - Creates a culturally responsive learning environment that cultivates a sense of belonging
  - Sets a joyful and authentic tone and build loving relationships so that each student and family feels welcome, valued, respected and known as individuals

- Optimizes learning time by having clearly defined, predictable routines and organized and intentional classrooms.
- Encourages student voice, promotes independent thinking and empowers students to take risks academically and socially.
- Affirms, appreciates and celebrates the racial and cultural identities of students and work to build students' sense of pride in themselves and their community.
- Collaborates with families and empowers students to work towards ambitious academic and social-emotional learning goals that set students up to be college and career ready.
- **Instructional Leadership**
  - Accurately identifies areas of strength and areas of growth in teachers' performance in order to prioritize focus areas for coaching
  - Coaches others by building trust, demonstrating compassion and curiosity
  - Can transfer strong classroom practice into larger group settings and school-wide systems and structures, including using proactive and positive behavior management strategies
  - Demonstrates a belief and knowledge about the impact and potential of special education to drive student achievement
  - Successfully supports students in crisis, and their teachers, through de-escalation strategies

## **Professional Skills**

- **Relationship Development and Trust Building**
  - Builds meaningful relationships so students, staff and families feel welcome, valued and respected even in the face of challenges
  - Works well with a wide range of individuals and develops mutually beneficial relationships through trust, respect and a shared commitment towards common goals
  - Inspires and invests others in intended outcomes
  - Collaborates well with teammates
- **Planning, Prioritization and Execution**
  - Effectively executes on projects through vision-setting, short and long-term goal setting and backwards planning
  - Effectively juggles multiple priorities
  - Demonstrates excellent time management by consistently meeting deadlines, following through on commitments and fulfilling all primary obligations
  - Independently manages day to day details as well as big picture details
- **Problem Solving, Decision Making and Adaptability**
  - Demonstrates initiative and general willingness to take on challenges
  - Identifies key issues and generates logical and effective solutions
  - Collects and leverages data to drive continuous improvement, strong judgment and data-based decision making
  - Adapts to changing circumstances and environments appropriately and adjusts approach in the moment as often as needed in order to achieve desired goals, results and outcomes
  - Values, encourages and contributes innovative ideas
- **Effective Communication**
  - Conveys ideas and information clearly
  - Seeks to understand others' point of view and confirms understanding
  - Adapts communication content and style to different audiences
  - Navigates through challenges and interacts with others respectfully, professionally and with a solutions oriented lens
  - Engages willingly in courageous and difficult conversations, holding peers accountable and delivering feedback in an appropriate manner

- **Personal Leadership**

- Demonstrates high expectations for self and others
- Demonstrates self-awareness and takes responsibility for behavior, mistakes and results
- Demonstrates a consistently positive and “can do” and “whatever it takes” attitude even in the face of challenges
- Values learning from successes and failures and inspires others to do the same
- Demonstrates a growth mindset and a commitment to improving professional practices in self and others
- Engages in self-reflection while also proactively soliciting feedback for continuous improvement
- Remains calm, composed and committed in difficult circumstances
- Demonstrates discretion and understands confidentiality when given access to sensitive situations