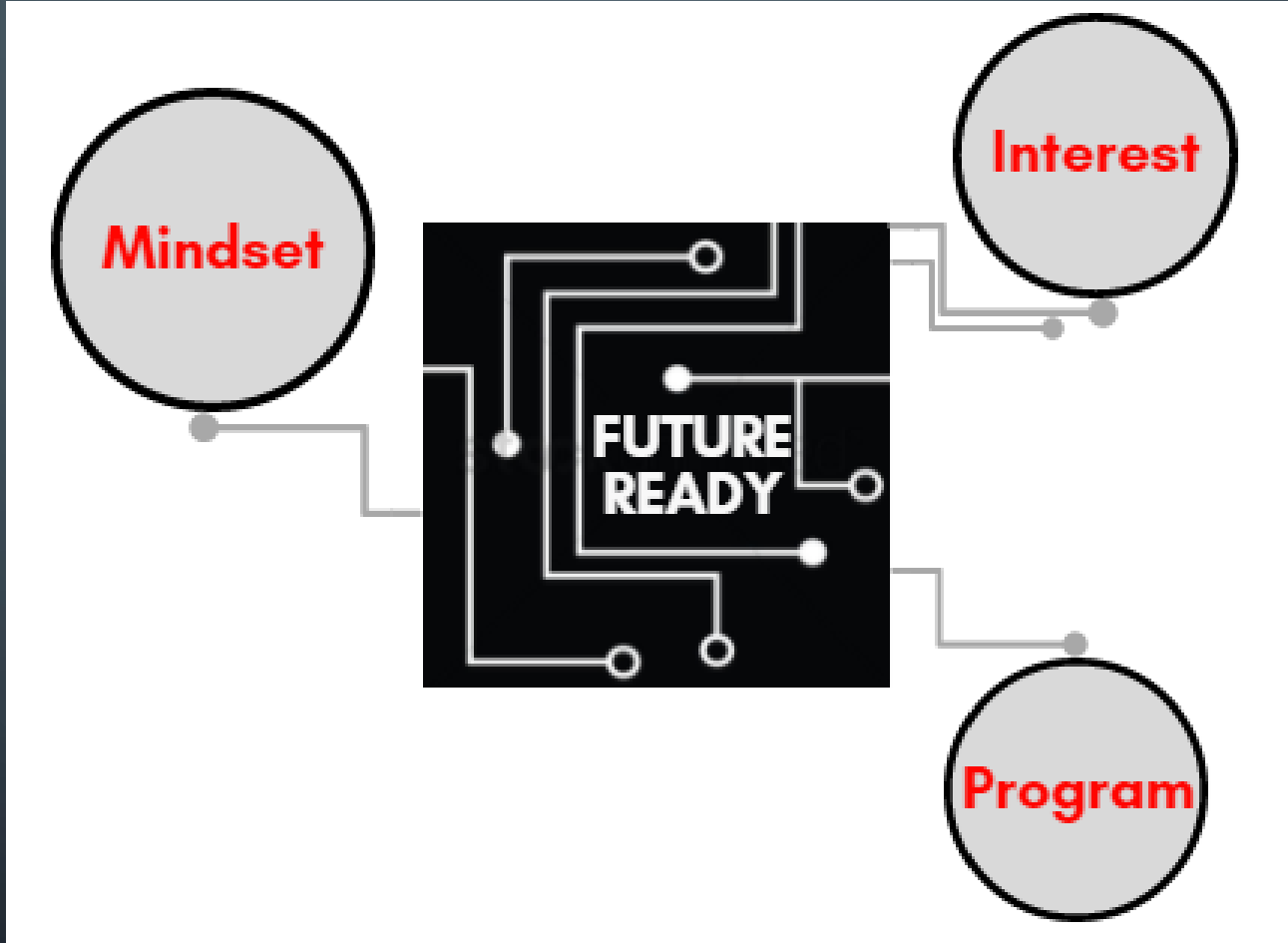


GRAHAM LEADERSHIP MODEL

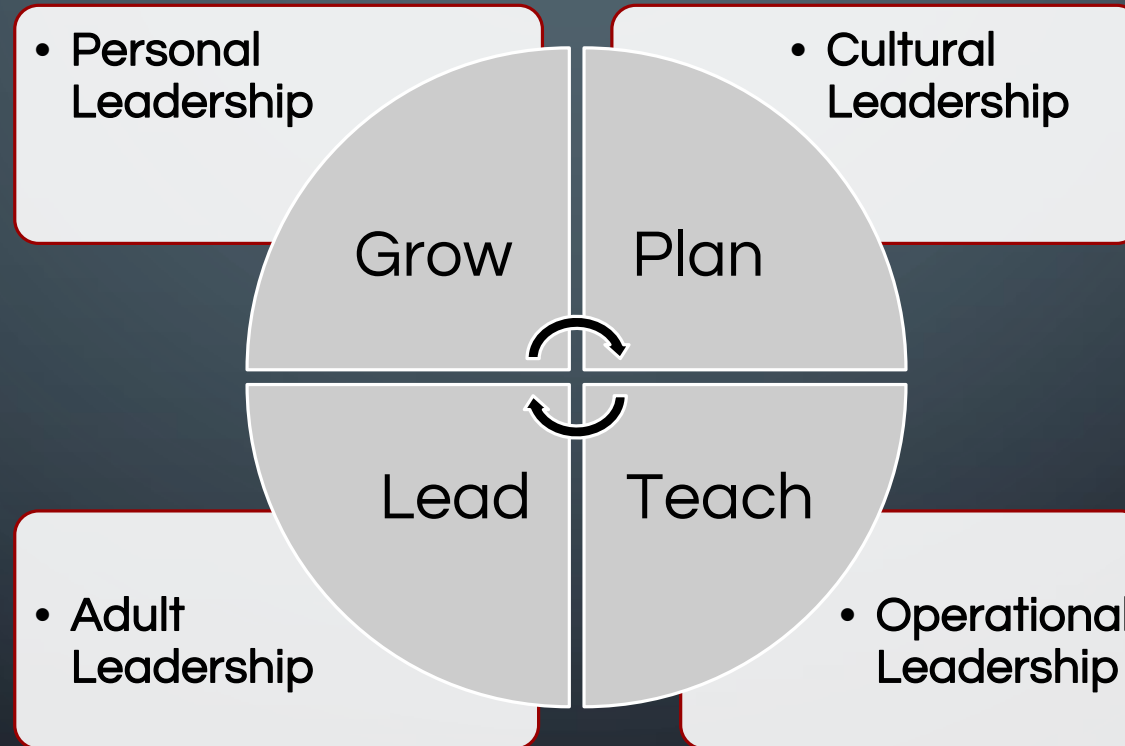
KIRK KOENNECKE

SUPERINTENDENT GRAHAM LOCAL SCHOOLS





4 FOUNDATIONS OF LEADERSHIP



PERSONAL LEADERSHIP

- Building a culture where we give and receive feedback and continuously reflect to self-improve
1. Growth Mindset
 2. Leadership Excellence Methods
 3. Evaluation tools (OPES/OTES, Humanex, pHCLE)

ADULT LEADERSHIP

- Building a culture where the 3 E's for ALL students are believed by staff, and where we continuously research and work on building relationships, providing meaningful feedback, and leading effective meetings
1. Growth Mindset Resources
 2. Personalized Learning
 3. Ohio Improvement Process

CULTURAL LEADERSHIP

- Building a learning community where adults and students take responsibility for continuous improvement in their ownership of personal responsibility and professional development.

1. Growth Mindset
2. Lean Six Sigma; Leadership Excellence
3. Future Ready research

OPERATIONAL LEADERSHIP

- Utilizing a set of systems that support strategic planning through goals and data-driven sources and monitoring.
1. 4 Identified Data Benchmarks
 2. Lean Six Sigma Projects
 3. Certifications

PEDAGOGY

- Our deep learning in all four foundational areas makes us better leaders over time
- We grow in our own areas of deficiency and reinforce our strengths
- Our outcomes are determined by intentional, routine, and consistent leadership behaviors
- We move beyond personal opinions to collective mastery in decision-making

METHODOLOGY OF DELIVERY

Introduce

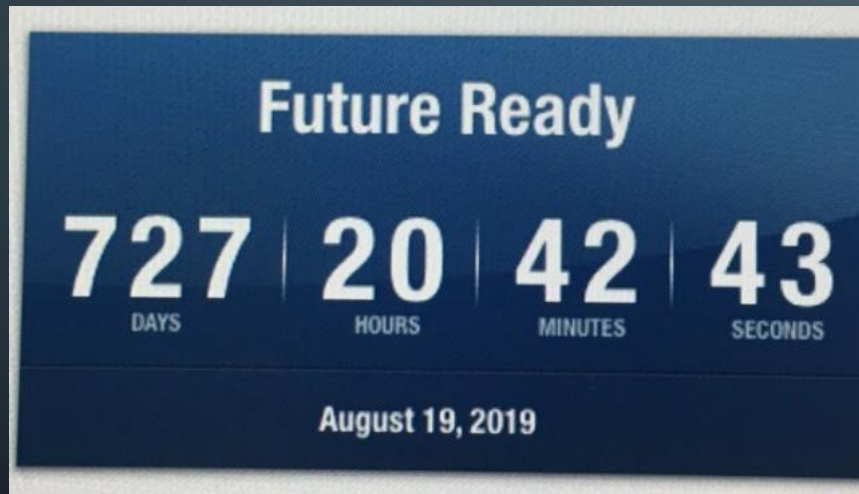
Guided
Practice

Mastery

MASTERY = DEEP LEARNING FROM REFLECTION



TIMELINE TO FUTURE READY:



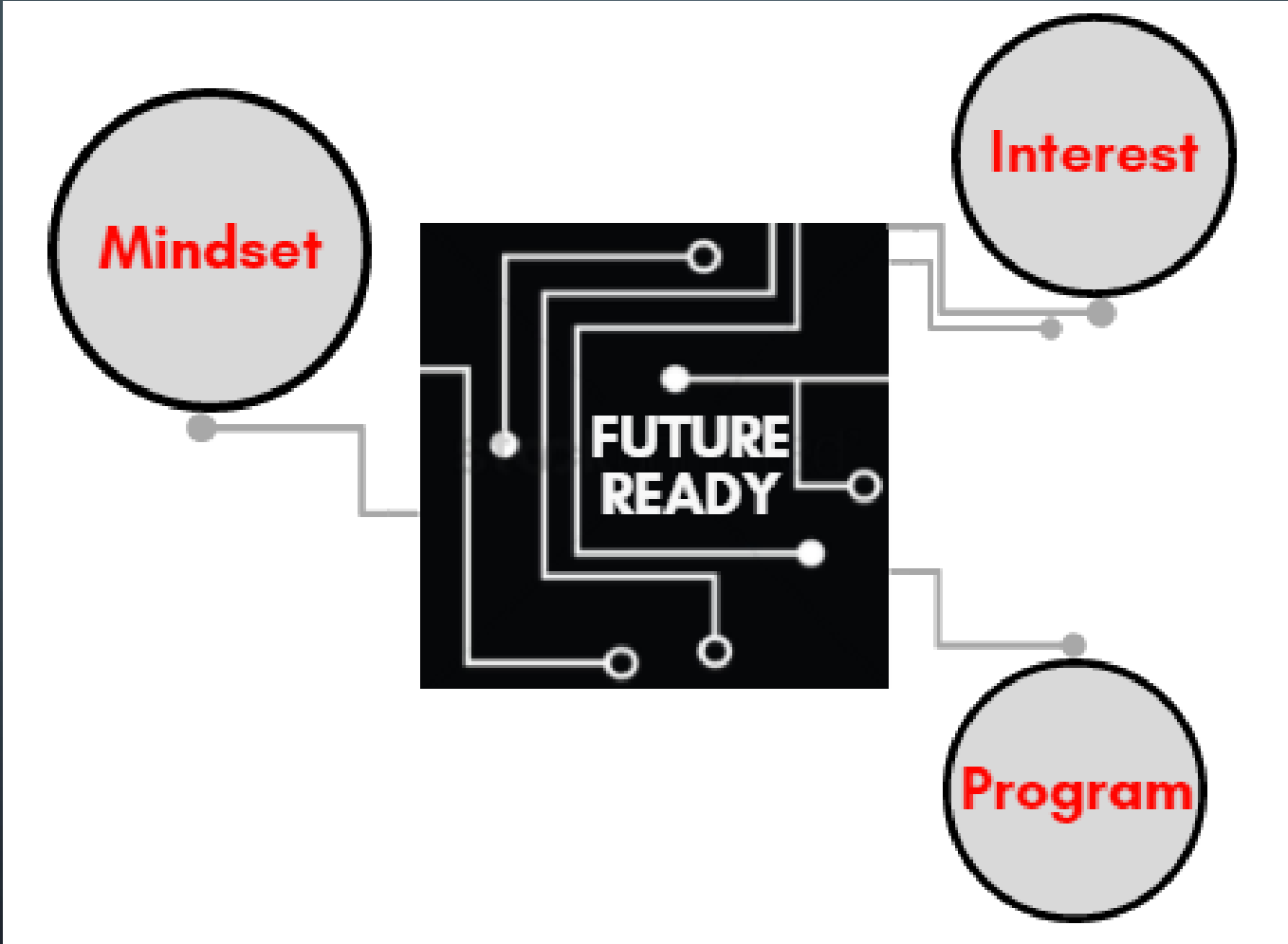
4 elements of professional learning to continue developing:

1. Shared ownership of professional growth
2. 21st Century skill sets modeled, coached
3. Diverse opportunities to learn
4. Capacity building with digital learning

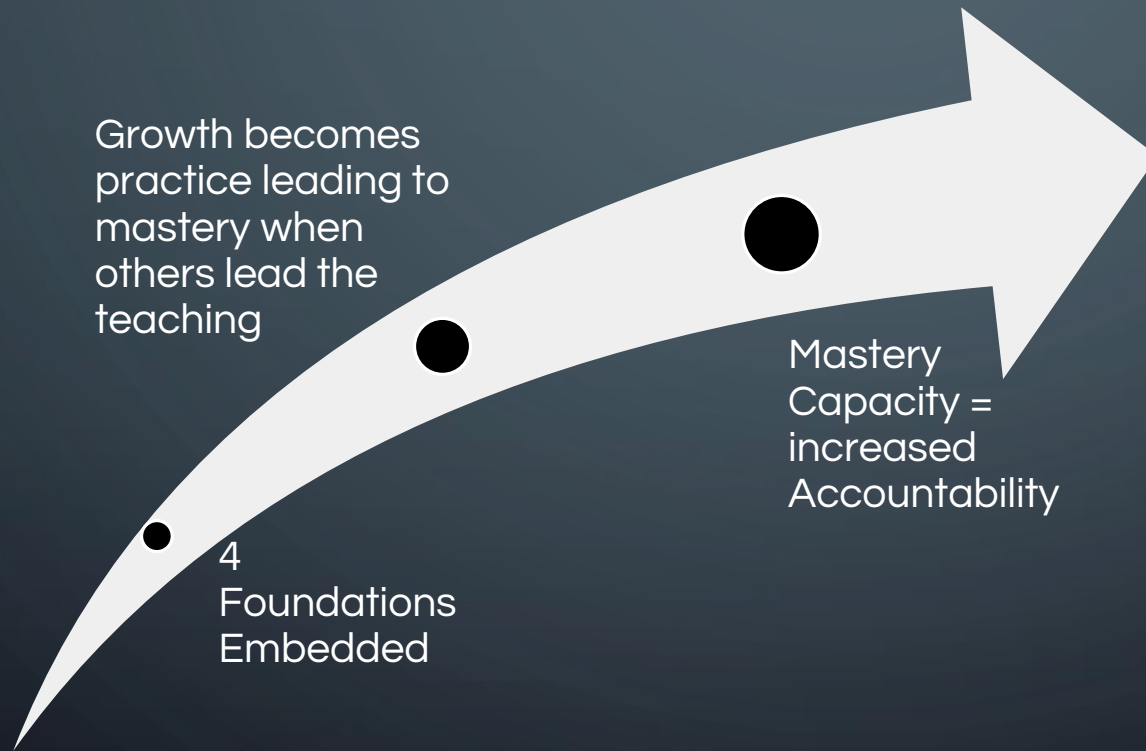
COUNTDOWN CLOCK:

7 “gears” to address between now and 2020:

1. Curriculum
2. Use of space and time
3. Infrastructure
4. Data rights
5. Community partnerships
6. Professional Development
7. Budget and resources



STUDENT ACHIEVEMENT OUTCOMES



FUTURE READY™
SCHOOLS 
PREPARING STUDENTS FOR SUCCESS