



Plano ISD | Leadership Profile

Category	Competencies	Behavior	Descriptor
	Connect	Engage Collaborate Communicate Commit	Create and engage in meaningful connections with all stakeholders through effective communication and productive collaboration. Commit to forging positive, open, and trusting relationships by embracing the opportunity to seek, learn, and listen to better understand.
	Relate	Empathize Respect Trust	Nurture authentic relationships to cultivate trust, a culture of belonging, dignity, empathy, compassion and respect.
	Serve	Empower Support Encourage	Value and understand the strengths and needs of others. Support and encourage while listening for opportunities to empower and build agency to propel each person to achieve individual and common goals.
	Cultivate	Inspire Motivate Develop Grow Coach	Recognize and inspire growth and development in self and others. Provide motivation, resources, support, coaching, and authentic feedback to build capacity, nurture, and inspire others to reach their full potential as learners and leaders.
	Innovate	Curate Design Create Reimagine Explore	Pioneer bold, creative solutions to challenging problems by actively exploring, designing, and curating ideas that challenge the status quo to reimagine the future.
	Differentiate	Adjust Value Elevate Respond	Understand and celebrate divergent ideas and make adjustments based on variations of thinking. Build processes and systems to respond to needs and elevate the individuals being served.
	Strategize	Analyze Plan Activate Evaluate Equip	Establish a shared vision based on identified needs. Lead change toward a common goal by developing plans that optimize measurable results and are supported with adequate resources. Refine, reflect, and evaluate effectiveness of plans and adjust for continuous improvement.
	Impact	Influence Model Reflect Grow Improve	Make a positive, personal and collective impact on sustainable, continuous improvement of the organization. Influence and inspire others by utilizing knowledge, experiences, strengths, modeling and reflective practices.
	Expect Excellence	Integrity Accountability Shared Responsibility Ethics	Relentlessly pursue a culture of excellence through ethical decision making, individual and shared accountability, mutual responsibility, and high expectations for all. Provide a system of scaffolded support to drive improvement efforts and inspire others to exceed expectations.