Template: The Dimensions of Building Ranks™

Building Culture	Leading Learning
Nurtures each individual to live the shared norms, values, and beliefs, and to grow in a safe, caring, and high-performing school community.	Empowers each individual to apply the knowledge, skills, and dispositions to grow and contribute productively in a global society.

Communication

Why communication? School leaders inspire, cultivate, and motivate ownership and commitment through effective communication.

What is communication? The process used to foster collective understanding and engagement that will create and sustain a positive learning environment.

Collaborative Leadership

Why collaborative leadership? School leaders empower students and adults in the community to assume dynamic leadership roles to collectively achieve the vision of learning for all.

What is collaborative leadership? A focus on learners where all members actively assume and support leadership for themselves and others to enhance engagement and performance.

Equity

Why equity? School leaders guarantee that each person is known, valued, and treated justly and receives an individualized, high-quality education necessary to succeed in a global society.

What is equity? The behaviors, systems, processes, resources, and environments that ensure that each member of the school community is provided fair, just, and individualized learning and growth opportunities.

Curriculum, Instruction and Assessments

Why curriculum, instruction, and assessments? School leaders empower students and adults in the community to assume dynamic leadership roles to collectively achieve the vision of learning for all.

What are curriculum, instruction, and assessments? The focus on learners where content, methods, and measures produce a high level of personal and academic achievement.

Ethics

Why ethics? School leaders model and foster the universal core values that are the foundation for every person's success.

What is an ethical culture? An environment where each person exhibits the beliefs and behaviors which uphold the universal core values that promote the learning community's success.

Human Capital Management

Why human capital management? School leaders realize that efficacious individuals will succeed, thrive, and contribute.

What is human capital management? A focus on learners where the growth and development of each individual are essential to support learning and the school community.

Global-Mindedness

Why global-mindedness? School leaders understand that the world is our learning community and empower everyone to engage and innovate to thrive in this global society.

What is a global-minded culture? An environment that is a microcosm of the world that navigates, engages, and reflects the richness and complexity of the global society.

Innovation

Why innovation? School leaders cultivate courageous leadership that inspires and engages students and adults to make compelling changes and to learn in our global society.

What is innovation? A focus on learning where creativity and risk-taking ignite a passion for learning and challenge the status quo.

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Relationships

Why relationships? School leaders embrace relationships as foundational to dynamic learning.

What are relationships? A focus on learners where relationships elevate experiences and outcomes that ensure optimal learning is achieved by all.

Reflection & Growth

Why reflection and growth? School leaders realize their highest possible performance is incumbent upon their individual and community members' reflection and the overall growth of the learning community.

What is reflection and growth? A focus on learning where introspection yields actionable feedback and strengthens the growth and productivity of the learning community.

Student-Centeredness

Why student-centered? School leaders must ensure the focus is on the needs of students to provide the direction for organizational decisions.

What is a student-centered culture? An environment where students' needs drive the strategic alignment of organizational decisions and resources.

Results-Orientation

Why result-orientation? School leaders ensure that all learners will succeed in a globally competitive society.

What is a result-oriented culture? An environment in which everyone is accountable for the personal and collective growth of all members of the learning community.

Wellness

Why wellness? School leaders foster and nurture an intentional focus on wellness because healthy students and adults learn and interact productively.

What is wellness? An environment in which the well-being and safety of everyone in the learning community is intentionally fostered and nurtured.

Strategic Management

Why strategic management? School leaders orchestrate the vital components of their learning communities to maximize organizational performance.

What is strategic management? A focus on learners where school leaders align and leverage a holistic system and its processes which drive organizational performance.

Vision & Mission

Why vision and mission? School leaders embody and inspire all members to collectively embrace and actualize the purpose and outcomes of the learning community.

What is vision and mission? A focus on learners where the vision inspires and sets the direction for the future and drives the mission where actions lead to outcomes.

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Building Culture	
Priority 1	**Evidence**
Priority 2	**Evidence**
Priority 3	**Evidence**
Priority 4	**Evidence**
Priority 5	**Evidence**
Priority 6	**Evidence**
Priority 7	**Evidence**

Discussion Questions based on team rankings:

How do these findings support our existing school improvement initiatives?

What would it look like here if we were to capitalize on the identified strengths?

What new actions might we consider after having read the summary and identified our strengths?
(Resource: Discussion Guide Planning Templates A, B, C)

LEADING SUCCESS

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Leading Learning	
Priority 1	**Evidence**
Priority 2	**Evidence**
Priority 3	**Evidence**
Priority 4	**Evidence**
Priority 5	**Evidence**
Priority 6	**Evidence**
Priority 7	**Evidence**
Priority 8	**Evidence**

Discussion Questions based on team rankings:

How do these findings support our existing school improvement initiatives?

What would it look like here if we were to capitalize on the identified strengths?

What new actions might we consider after having read the summary and identified our strengths?
(Resource: Discussion Guide Planning Templates A, B, C)