



# Foundation *for* **Excellence**

## Growth Measurement Indicators



### Physical Fitness

*Body: Brain & its 5 senses:  
Touch, Sight, Hearing, Smell, Taste*

- **Leader who is visible and displays respectful grooming and attire**
  - ◊ Strengthens participation, engagement, connection, support, and a sense of belonging with others
- **Leader who listens for understanding and does not take offense**
  - ◊ Recognizes and uses professional influence with staff and the community to develop a climate of trust, mutual respect, and honesty
- **Work environment that is aesthetically appealing**
  - ◊ Ensures a functional, safe, and clean environment
- **Work environment that is rich in imagery**
  - ◊ Reviews the physical plant and grounds to ensure the imagery reflects the demographics of the educational community
- **Work culture of excellence in service to all**
  - ◊ Encourages and inspires others to higher levels of performance, commitment, and motivation by modeling transparent and responsible actions



### Mental Fitness

*Soul: Mind & its 3 Functions:  
Cognition, Understanding,  
Knowledge*

- **Leader who relates all actions to the organization's purpose**
  - ◊ Shapes a collective purpose by using multiple sources of data
  - ◊ Uses evidence to create and shape plans, programs, and activities that advance the District's mission
- **Leader who sees what others do not see and is able to inspire vision in others**
  - ◊ Creates and shapes conditions that promote innovation
  - ◊ Builds shared responsibility to achieve the District's mission by distributing leadership roles and responsibilities among staff and community
- **Work culture that promotes awareness and understanding of operational realities**
  - ◊ Serves at an expert level in their job responsibilities and knows the roles of others in their service areas and school sites
  - ◊ Communicates the District's mission so that the staff and community understands it and uses it for decision-making
- **Work culture that fosters profound knowledge**
  - ◊ Promotes a culture in which staff engages in individual and collective professional learning that results in continuous innovation and high performance
  - ◊ Capitalizes on the diverse experiences and abilities of staff to plan, implement, and assess professional learning
- **Work culture that evokes intellectual ingenuity**
  - ◊ Participates in opportunities that develop greater understanding of the District
  - ◊ Communicates expectations and supports professional actions that reflect ethics, integrity, and social justice



### Spiritual Fitness

*Spirit: Powers of the Heart:  
Reason, Truth, Judgment,  
Conscience, Imagination, Intuition, Will*

- **Leader who exercises agency in self and others**
  - ◊ Exercises their ability to make decisions and encourages others to do the same
  - ◊ Sustains motivation, commitment, energy, and health by balancing professional and personal responsibilities
- **Leader who is thoughtful, reasonable, and confident**
  - ◊ Considers options and consequences that do not compromise their integrity and that of the District
  - ◊ Reflects on areas for improvement and takes responsibility for change and growth
- **Work culture that creates kindness through empathy and personal honor**
  - ◊ Personifies honorable and compassionate service to others
  - ◊ Acknowledges, accepts, and values, all students, families, and staff by supporting and encouraging them to realize their highest aspirations
- **Work culture that evokes risk-taking**
  - ◊ Provides opportunities, resources, and support to others, to ignite their ideas without judgment
  - ◊ Fosters a culture where risk-taking is valued that positively impacts the education and well-being of all students
- **Work culture that inspires imagination**
  - ◊ Embraces diverse perspectives and creates opportunities to imagine different solutions
  - ◊ Encourages and inspires others to higher levels of performance

