

**VISIBLE LEADERSHIP**
Consistently visible throughout the building demonstrating interest and creating an atmosphere of collaboration and authentic interactions while building a positive teaching and learning culture

**PRIORITIZE RELATIONSHIPS**
Nurtures strong and trusting relationships with all stakeholders through regular engagement and consistent, honest, and transparent communication and actions

**INSTRUCTIONAL LEADER**
Demonstrates a deep understanding of instructional practices, inspires action, engages in conversations centered on teaching and learning, articulates the shared vision and ensures a collective efficacy

**PROFESSIONAL LEARNING**
Demonstrates a personal commitment by engaging in professional growth opportunities and serves as a role model for others by establishing, leading and supporting the Professional Learning Community

**COMMUNITY AND CULTURE**
Establishes opportunities for meaningful engagement to foster an environment where all members feel connected, respected and invested in the school community

**CAPACITY BUILDER**
Promotes shared responsibility and creates a culture where people support and encourage one another to be engaged as high performers while fostering the growth and development of the school's staff

**STUDENT FOCUSED AND DATA DRIVEN**
Consistently makes decisions based on the best interests and personalized needs of students and utilizes data to inform decision-making and improve educational outcomes

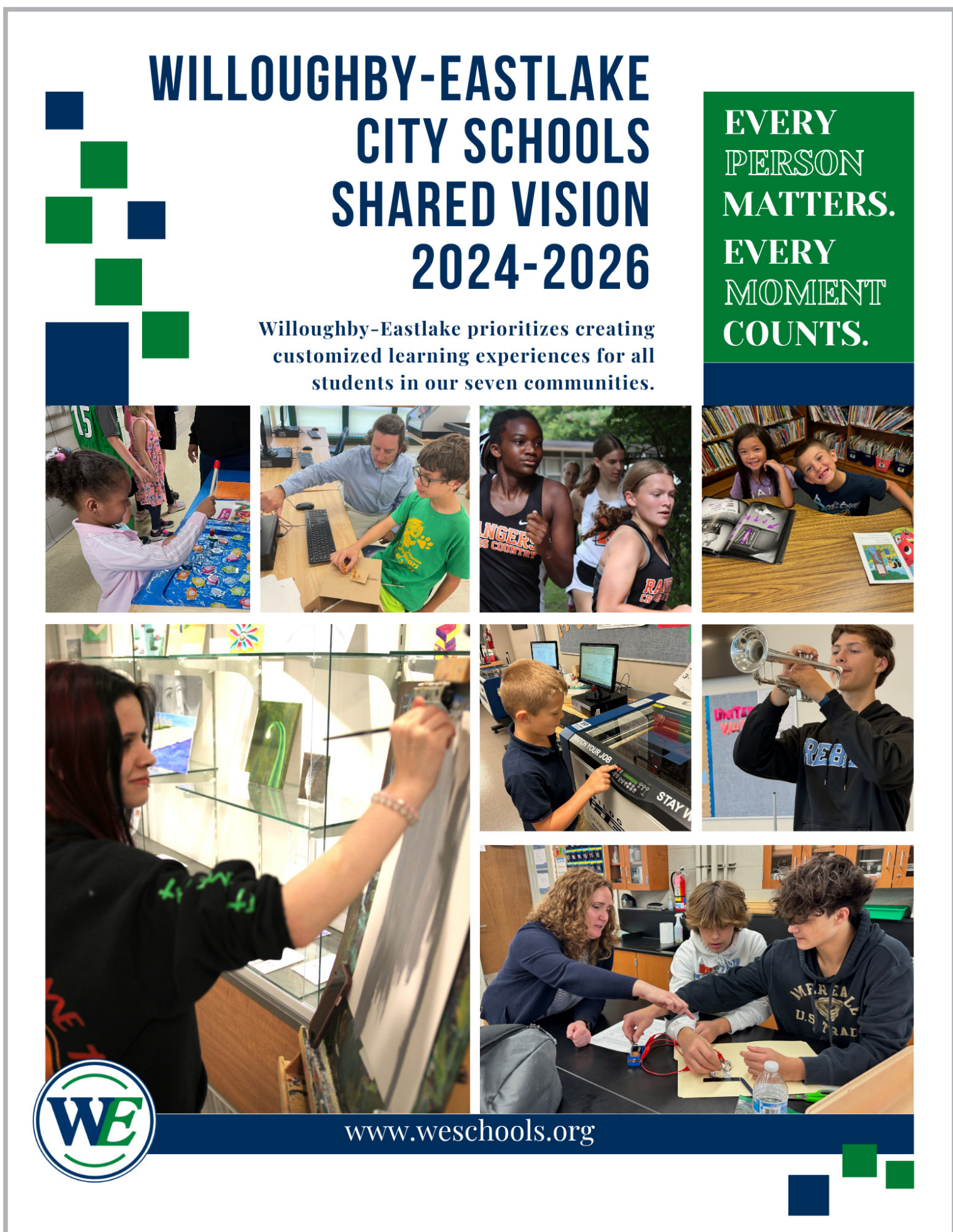
**INNOVATIVE**
Inspires and motivates the school community to embrace change and strive for excellence by being flexible and adaptive as the leaders of educational transformation

WILLOUGHBY-EASTLAKE CITY SCHOOLS
PORTRAIT OF A LEADER



Portrait of a Graduate

- Launched in 2024–2025 with over 25 community and staff feedback sessions.
- Portrait Summit held with 150 participants who developed the final competencies.
- Collaborative design ensured diverse input from all stakeholders.



Portrait to Practice

- Competencies embedded in PLC planning at every grade level.
- Career Connections classes and Career Capstones introduced in 2025–2026.
- High school Flex Classrooms empower student agency and personalized learning.
- Portrait of a Leader guides administrators on incorporating competencies into their work.

WILLOUGHBY-EASTLAKE CITY SCHOOLS

**COLLABORATOR**

**COMMUNICATOR**

**CREATOR**

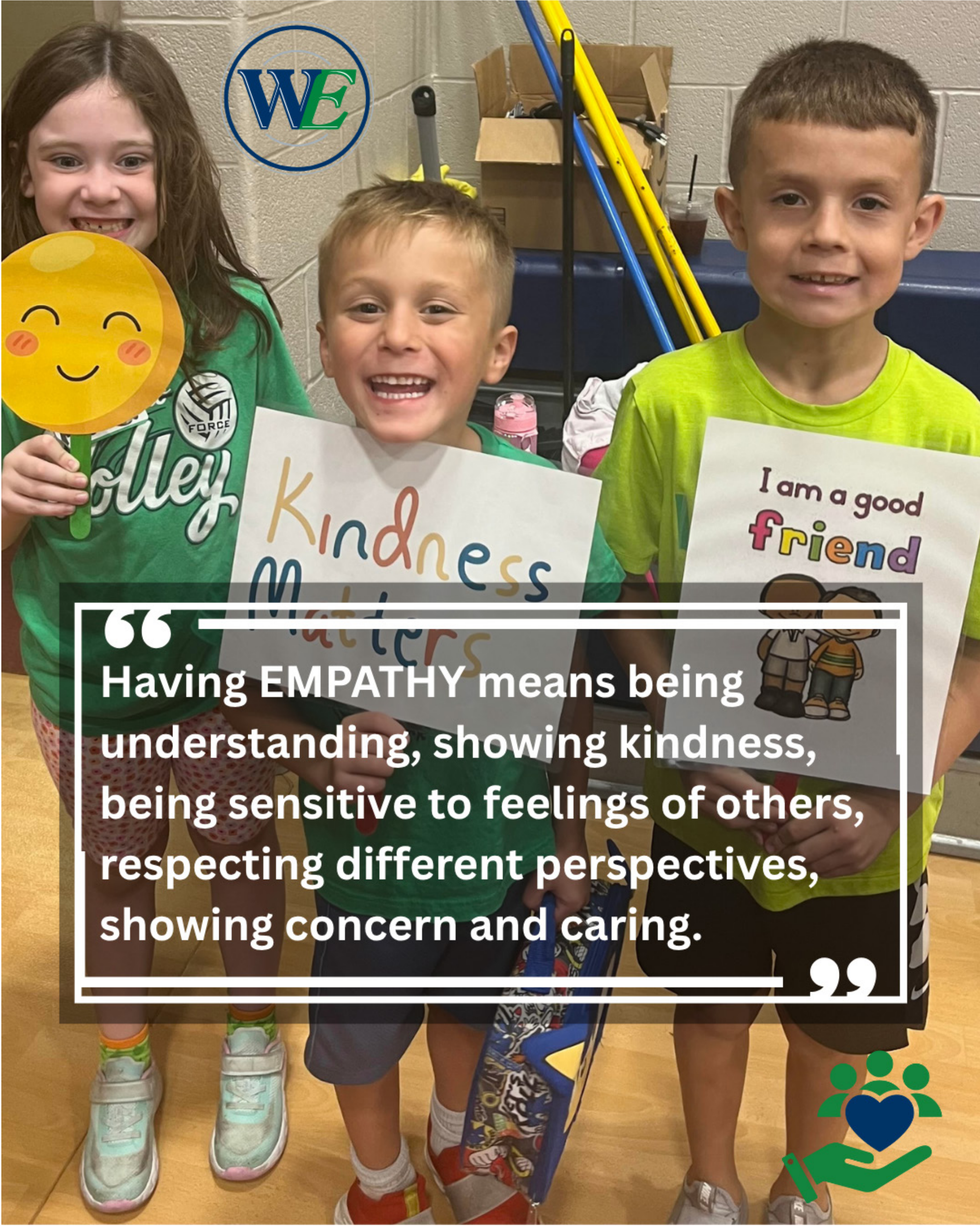


**CRITICAL THINKER**

**EMPATHETIC**

**RESILIENT**

EVERY **PERSON** MATTERS. EVERY **MOMENT** COUNTS.



Portrait to Impact

- Student leaders share Flex Classroom experiences at regional events.
- Advisory Councils plan service projects and school events tied to competencies.
- Students present at the Portrait Showcase, State of the Schools, and Board meetings.

