

## DISTRICT LEADERS

Leadership and school culture create the foundation of schools that are future ready. As such, district leadership provides a vital pillar for transformation. Future Ready Schools® (FRS) district leaders invest in collaborative leadership instead of autocratic structures, create a dynamic culture of innovation, lead the development and support of a vision for teaching and learning that is both personal and authentic, and work diligently to model desired outcomes.

FRS district leaders work diligently to remove unnecessary roadblocks while modeling a culture grounded in relationships and trust. They empower school-level leaders to implement their school's vision for teaching and learning while providing the opportunities, time, and needed resources for them to grow professionally.


FRS district leaders maintain a robust vision of teaching and learning, as well as model and implement personalized professional learning opportunities to get there. They ensure equitable access for all students while redesigning learning spaces to match the envisioned pedagogy. In addition, these leaders promote the effective and efficient use of data to support student learning while ensuring the highest levels of student privacy. FRS district leaders also collaborate with the community they serve and maintain a laser-like focus on long-term financial, pedagogical, and political sustainability. Ultimately, FRS district leaders systematically plan and work to enact policies that ensure instructional practices maximize student learning outcomes.

The district leaders' FRS framework is predicated on the belief that every student, regardless of the zip code they call home, should have the needed access and opportunities to maximize their gifts and abilities.




## Strengthen personalized instructional strategies

 Curriculum, Instruction, and Assessment

- Create and communicate a learner-centric vision that provides personal and authentic learning experiences for all students while implementing the needed policies and procedures to carry out the plan 
- Establish a curriculum that ensures deeper learning outcomes connected to real-world applications, builds a twenty-first-century skill set, and maximizes student learning opportunities
- Maximize student agency by providing the needed tools and resources to master critical knowledge and skills while amplifying each student's interests, strengths, and passions
- Ensure that district assessments inform instructional practices while maintaining a comprehensive, whole-child view
- Leverage technology to provide interactive learning experiences where students explore, design, and create while developing appropriate digital citizenship skills

## Model and implement responsive, ongoing, and job-embedded learning

 Personalized Professional Learning

- Create a district-wide culture of shared ownership for professional growth 
- Leverage talents of educators at all levels and empower them to lead while promoting participant voice and choice
- Provide diverse, on-going opportunities for educators at all levels to increase their needed skill set
- Provide opportunities for collaboration and networking while valuing non-traditional forms of professional growth across the district
- Model effective professional learning and expect the same from school-based leadership while continuously evaluating the impact of current practices and seeking new and better ways for growth

## Analyze and reallocate resources to further personalized learning

 Budget and Resources 

- Seek opportunities to leverage efficiency and cost-savings on an ongoing basis
- Ensure alignment between district and school budgets with strategic and tactical plans
- Seek, secure, and provide consistent funding streams for sustainability
- Maximize a "return on investment" strategy that develops efficacy

## Rethink, redesign, and transform learning spaces

 Use of Space and Time 

- Design research-based learning spaces that are sensitive to gender and culture, are responsive to student needs, and complement desired pedagogical practices
- Promote and support flexible, learner-centered spaces that amplify student voice, choice, and agency
- Provide and promote anytime, anywhere learning opportunities for all students, including those without home access
- Creatively construct non-traditional ways time can be used efficiently and effectively to maximize student learning outcomes

## Establish and foster relationships to support school culture and vision

 Community Partnerships 

- Collaborate, support, and engage with the local community
- Maximize global and cultural awareness by providing authentic student learning experiences that value empathy, community, and culture
- Leverage digital environments and tools to connect classrooms to diverse communities, experts, and experiences
- Engage parents through communication channels to ensure consistent messaging and community collaboration
- Develop, model, and amplify the district brand throughout the district and school community

## Use data to inform and transform instruction and support learner agency

 Data and Privacy 

- Implement and communicate clear policies, procedures, and practices on the use of student data
- Create a culture of data-informed decisionmaking while focusing on the whole child
- Develop and refine data literacy skills in educators throughout the district
- Implement policies and procedures that ensure high levels of student data privacy and security

## Cultivate a community of learners with distributed leadership

 Collaborative Leadership 

- Collaboratively develop, communicate, and maintain a shared vision for student learning that is personal and authentic
- Create a culture of innovation that promotes risk-taking through collaboration and empowerment of both staff members and students while celebrating progress along the way
- Model and communicate clear expectations for the desired evidence-based practices that promote authentic student experiences
- Continuously plan, implement, measure, reflect, and refine to support high-quality teaching and learning for years to come

## Build for innovation

 Robust Infrastructure 

- Ensure equity in access, from high-quality devices to the bandwidth needed to support the district's vision for teaching and learning, both in and outside of school
- Prioritize ubiquitous connectivity while implementing a plan to support those without home access
- Develop a sustainable model for responsive technical assistance so that teaching and learning opportunities can be maximized throughout the district
- Implement a formal cycle for review and replacement to focus on both short- and long-term sustainability