



ESC Region 15 Texas Strategic Leadership Pilot
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Plan and Purpose

Texas Strategic Leadership and Effective District Framework

Why?

We know that:

- District leaders must be systems thinkers. District leadership must deeply understand the district systems producing the current student experience.
- Everyone needs a coach. Superintendents deserve customized, highly effective executive coaching.
- Today’s superintendency demands courageous, strategic leadership. Amid the challenges of the role, our superintendents must sustain ruthless clarity and persistence focused on what is most important for dramatically improving student outcomes.
- **Student outcomes** are driven by a rigorous, supportive **student experience**.
- The student experience is delivered at the campus-level, which requires **aligned campus-level systems**, which are driven and supported by **aligned district-level systems**.

How?

Using the 6 Levers of the EDF

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| Planning and Performance Management | Academic Experience | Integrated Student Support | Instructional Capacity Building | Talent Systems | Finance and Operations |
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We will by the end of the process:

- Conduct a Landscape Analysis illuminating the current state of the district.
- Create a Strategic Plan with prioritized, research-based strategies to pursue.
- Develop a High-level plan for implementation, performance management, systems alignment to execute priorities.
- Continue forward movement on stakeholder alignment, change management.

What?

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| See the current state of the district | Set envisioned student experience centered goals and priorities | Align Systems | Execute and Performance Manage |
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- We must center on the **student experience**.
- We must think and **align at the systems level**.
- We must ruthlessly **prioritize our biggest bets**.
- We must engage and **invest our stakeholders**.
- We must continuously **performance manage**.

*From research: The Golden Circle, HRO’s and Systems Thinking