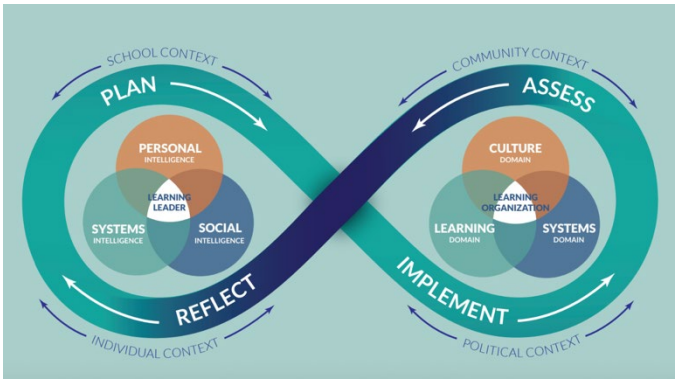
School Leader Paradigm

What is the School Leader Paradigm?

The School Leader Paradigm (SLP) is a leadership framework designed to help school and district leaders improve student outcomes by focusing on the key systems that shape a school's success. Rather than viewing leadership as a collection of isolated tasks, the School Leader Paradigm emphasizes creating coherent systems, fostering a positive culture, and using continuous improvement practices.



The School Leader Paradigm is based on the concept of "Becoming While Doing," which reflects the idea that leadership growth doesn't happen before the work – it happens *through* the work. The School Leader Paradigm suggests that leaders develop their skills, identity, and mindset as they engage in authentic leadership experiences.

"Becoming While Doing" emphasizes three important ideas:

1. Leadership is a journey, not a destination.
2. Action and reflection work together.
3. A leader's identity changes through practice.

One of the strengths of the School Leader Paradigm is its emphasis on hope. "Becoming While Doing" reminds leaders that progress – not perfection – is the goal.

SLP Training & Investment

Investing in leaders is an investment in your entire district. According to research from the Wallace Foundation:

"An effective principal's impact is stronger and broader than previously thought, making it difficult to envision a higher return on investment in K-12 education than the cultivation of high-quality school leadership."

- Wallace Foundation, 2021

The Alaska Council of School Administrators (ACSA) offers the School Leader Paradigm *Elevating Leadership* series for districts across Alaska. School Leader Paradigm training is provided by ACSA staff through four sessions, tailored to a district's unique needs, and is designed for all district leaders, including: superintendents, principals, assistant principals, instructional leadership directors, and other central office staff.

The four-part training series covers the following topics:

- Introduction to the School Leader Paradigm, Contexts & Intelligences
- Culture, Systems, & Learning Domains
- The Cycle of Inquiry
- Evidence of Impact, Reflection & Planning

"The Leadership Paradigm initiative in Valdez has become an important piece for our leadership team's collaborative development and collective growth. The framework has established a unified approach to communication, strategic planning, and operational execution within our administrative ranks."

Jason Weber, Valdez Superintendent

To schedule an Elevating Leadership series with ACSA staff, or to learn more, reach out to:
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