

1 THE FIVE PILLARS OF NATIONAL TRANSFORMATION



Future-Focused Leadership

Prepare principals, superintendents, and executive leaders to anticipate change.



Intelligent School Improvement

Use diagnostics, accountability data, evidence, and improvement planning.



Culture & Human Capital

Strengthen talent, coaching, trust, and organizational performance.



Cradle-to-Career Collective Impact

Connect schools, families, universities, employers, and communities.



Continuous Innovation & Evolution

Integrate technology, AI, organizational learning, and sustainable transformation.

2 THE EIGHT LEADERSHIP COMPETENCIES

1



Vision & Strategy

Future readiness and strategic direction

2



Instructional Leadership

Teaching, learning, and student achievement.

3



Culture & Talent

Staff development, morale, and organizational health.

4



Resources & Operations

Finance, staffing, and operational effectiveness

5



Data & Decisions

Accountability, evidence, and performance

6



Community & Pathways

Collective impact and cradle-to-career connections

7



Innovation & Change

AI, technology, and continuous improvement.

8



Ethics & Governance

Integrity, public trust, and responsible leadership

3 THE WCFIX TRANSFORMATION CYCLE



A continuous improvement cycle, not a one-time training event.

The RIGHT MOVES™ Approach



Use data, listening, and evidence to understand current reality.

Create a clear vision, set priorities, and align resources.

Implement high-leverage strategies with coaching and support.

Monitor impact, learn, adjust, and scale what works.

4 FOUR LEADERSHIP DEVELOPMENT PATHWAYS

Tailored support for every leader, every context, every community.



Aspiring and New Principals

Leadership readiness, instructional systems, first 90-day plans.

- ✓ Leadership assessment
- ✓ Foundational training
- ✓ Practical tools and templates
- ✓ Mentorship and coaching
- ✓ Implementation support



Experienced Principals

Turnaround, culture, accountability, and strategic innovation.

- ✓ Advanced leadership training
- ✓ Improvement planning tools
- ✓ Data-driven decision resources
- ✓ Coaching and peer networks
- ✓ Implementation and follow-up



Rural Superintendent-Principals

Combined leadership responsibilities, limited resources, and community partnerships.

- ✓ Customized tools for small teams
- ✓ Resource allocation strategies
- ✓ Community and partner engagement
- ✓ Leadership coaching
- ✓ Practical, scalable solutions



District Executives

Multi-campus transformation, governance, strategic resource allocation, and scalable improvement.

- ✓ Executive leadership support
- ✓ Systemwide improvement tools
- ✓ Governance and policy resources
- ✓ Strategic planning frameworks
- ✓ Multi-campus implementation

Core Tools and Resources Across All Pathways



Readiness Assessment



Personalized Development Plan



Leadership Rubric



Implementation Guides & Toolkits



Professional Learning Resources



Performance Dashboard