



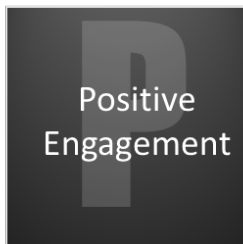
Be a **COLLABORATIVE LEARNING LEADER** in PSJA

Lead the dramatic shifts that build teaching effectiveness and improve student achievement

- Improve teacher practice
- Be a lifelong learner role model
- Create a more positive learning environment

What are we looking for?

All leaders in PSJA are expected to embody the four broad categories of The Spirit of PSJA



Welcomes staff, students, parents, and community as honored members at the district table

Holds vision and expectations for success for all students and all staff

Develops and empowers individuals and teams for effective action

Maintains district at the forefront of educational service providers

Excellent candidates for Collaborative Learning Leader should demonstrate strength in these six characteristics:

Builds relationships
Builds positive, trusting relationships through frequent interactions which demonstrate care and interest in the well-being of all stakeholders

Establishes shared vision
Develops and communicates a clear vision for the future with deep buy-in from all stakeholders

Builds capacity
Provides opportunities for growth to ensure all staff build capacity to support district goals

Manages change
Demonstrates courage, initiative, and perseverance in bringing about meaningful change to support the shared vision

Exhibits professionalism
Exhibits awareness and reflection to manage emotions and engage in continuous personal growth

Implements plan
Works with all stakeholders to implement vision by establishing goal, monitoring progress, and providing resources

Learn more about The Spirit of PSJA and view full rubric on the PSJA HR webpage

How do I become a **COLLABORATIVE LEARNING LEADER** in PSJA?

In order to sustain our consistently high expectations across all campuses, PSJA employs a pool process for selecting all campus leaders. Applicants first undergo a district selection process to be approved to be a collaborative learning leader in PSJA. Principals may then interview and select from any candidate in the pool. Applicants may remain in the pool for up to 18 months before being re-evaluated. The collaborative learning leader pool will open twice each year:

	Applications reviewed	Interview process	Information sessions
February	Middle 2 weeks of month	Last week of month, first of March	Wednesday before posting
July	Middle 2 weeks of month	Last week of month, first of August	Wednesday before posting

Please watch PSJA's HR webpage for exact dates

