

## ISP Leader Profile

*This profile is all inclusive of the ideal qualities of leadership that ISP upholds.*

*As an IB school the attributes of the Learner Profile should be championed by the whole school community and as such the Leader/s should model these to the best of their abilities and thus set the standards high for all stakeholders.*

### INQUIRERS

*Conduct purposeful, constructive and proactive research pertaining to the school and its organizational environment as a means toward achieving the mission and encourage an environment of inquiry with all stakeholders.*

- Have fingers on the pulse of their organization. Are “in touch” with the needs and activities of all organizational stakeholders, including students, staff, administration, parents, the Board, and the greater community.
- Are life-long learners in their work environment – receptive to counsel and advice – eager to receive opinions from peers and active members of the community – eager to question and understand the inquiries of others.
- Are curious, receptive and open to being creative and imaginative in their thinking and approach to problems.

### REFLECTIVE THINKERS

*Give thoughtful consideration to the work and progress of the school, analyze its strengths and weaknesses in a constructive manner and continually question the status quo.*

- Delegate tasks and collaborate with others, while always retaining control of the process as well as assuming final responsibility for both successes and failures.
- Act reflectively and analytically and constructively with the benefit of student welfare and constituent concern in mind.
- Consider the connections between issues and the possible ramifications of their decisions in advance of taking action.

## WELL-BALANCED INDIVIDUALS

*Understand the importance of well-being and balance in all members of the community.*

- Build and nurture an environment of trust, security, and collaboration among all stakeholders within the organization.
- Are strong yet humble. Do not fear communicating or seeking clarification when collaborating with others regarding their perceived need to take action.
- Accept responsibility for their actions.
- Are able to motivate stakeholders to achieve established standards.
- Willingly share responsibility toward achieving future goals by: tapping existing skills and expertise among stakeholders, creating collaborative working teams, delegating tasks to responsible individuals and teams, creating supportive structures for successful collaboration, holding stakeholders accountable.
- Command respect for themselves and others around them.
- Celebrate and commend the strengths and achievements of others.
- Cooperate and demonstrate a willingness to lead or follow as the situation demands.
- Have confidence in their ability to lead.

## OPEN-MINDED

*Respect the views, values, and traditions of other individuals and cultures and are accustomed to constantly seek and consider a range of points of view.*

- Remain open-minded, creative, confident yet humble.
- Are tolerant and accepting of others.
- Understand, appreciate and are receptive to social, cultural and educational differences of all stakeholders.
- Listen, participate and are open to different approaches.
- Set the standard for all stakeholders to do the same.

## CARING

***Show sensitivity toward the needs and feelings of others and have a sense of personal commitment to action and service.***

- Possess positive interpersonal skills and are people-oriented. Are empathetic and compassionate.
- Demonstrate passion about what they do and empower others to do the same.
- Are charismatic and genuine in their connections and interactions with others, and allow others the opportunity to be leaders.
- Have the self confidence to celebrate others.
- Create a safe, secure, and supportive environment for all stakeholders, especially students – creating an environment of trust, responsibility and respect.
- Empower stakeholders to take action to achieve the vision of the school.
- Are able to detect leadership potential in others and call upon them to contribute those skills.
- Value the human resources available within the organization.
- Demonstrate profound appreciation of others.
- Show empathy toward others and a willingness to understand their thoughts, reasoning, and emotions.

## PRINCIPLED

***Have a sound grasp of the principles of moral reasoning and demonstrate integrity, honesty, and a sense of fairness and justice.***

- Cling to their vision with tenacity and always push the limits of the status quo.
- Never fail to keep student happiness, student learning, and student achievement as the primary goals of the organization and the basis of whatever actions they take and decisions they make.
- Keep education and students at the center of all things.
- Set and meet high standards for all stakeholders.
- Have a strong commitment to learning, persevering and self-discipline in fulfilling responsibilities and implementing policies.
- Are fair and open while gathering information, and then make informed decisions in the best interests of the school and its students.
- Share the credit for successes, but also take the blame for failures.
- Are accountable for their decisions and actions, and transparent to all stakeholders.

## KNOWLEDGEABLE

*Constantly explore themes which have relevance and importance to the immediate school environment and, in so doing, strengthen the body of significant knowledge regarding the educating of international students, intercultural dynamics and good leadership.*

- Have an informed image of a desired future for their organization, while understanding the legal, economic and physical constraints.
- Possess a clear sense of the current pulse of the school – where the school is – as well as an understanding of the unaddressed needs of the school – where the school should be.
- Envision and clearly articulate the steps necessary to maneuver the school toward that bigger picture.
- Are skilled at interpersonal relations, active listening, creative problem-solving, and collaborative conflict resolution.
- Remain well-informed regarding the needs and particularities of international education, the international staff, and the international community.
- Are skilled in intercultural dynamics, communication and public speaking.
- Are familiar with IB programs.

## RISK-TAKERS

*Approach unfamiliar situations without anxiety and have the confidence and independence of spirit to explore new roles, ideas, and strategies.*

- Recognize and encourage the potential leadership qualities in other organizational stakeholders.
- Problem solve effectively.
- Demonstrate a willingness to confront conflict constructively and collaboratively, and well before the point of escalation.
- Are able to foresee issues and anticipate problems. Take initiative to redress these issues and problems before they escalate into larger conflicts within or for their institution.
- Have the will and courage to take risks, in order to make sound decisions and choices.

## COMMUNICATORS

*Express ideas and information confidently and clearly, while being effective communicators and active listeners.*

- Communicate their vision to other organizational stakeholders as well as the larger community in a clear and logical manner based on analytical rationale.
- Maintain contact and remain in-touch with stakeholders. Recognize that being “in touch” with the community also involves “keeping in touch” with the community at large.
- Are successful in inspiring and empowering others to adopt a shared vision, to follow them in their vision, to take a leadership role themselves in helping to achieve that vision, to assume responsibility for the benefit of the organization, and to perform at their highest level of potential.
- Articulate clearly, and often, their vision and the process necessary to achieve their vision in order to ensure buy-in and engagement among all stakeholders.
- Create a shared vision and nurture a community of collaboration and mutual trust.
- Maintain open, honest and frequent lines of communication among organizational stakeholders at all times. Provide clear rationale for their decisions, actions, and reasons for future action. Offer logical procedural steps and timetables to explain and implement future planning and action.
- Promote and engage in collegial exchange at all levels of the institution.
- Remain transparent, open, and honest.
- Are able to achieve understanding with speakers of languages other than English.

## CREATIVE THINKERS

*Think strategically, analytically and creatively to make sound decisions and solve complex problems, while encouraging and inspiring creative thinking among all stakeholders.*

- Always work to move the school forward toward a perceived future goal: a vision.
- Think strategically, analytically and creatively when envisioning and re-envisioning the future and continual betterment of the school.
- Find creative resources for funding and improving school status.
- Have the independence to make judgments based on reasoned principles.
- Celebrate the joy of learning.