**Personal Manifesto**

Both my short and long-term goals are mission in approach. My overarching vision is to achieve the quantitative and qualitative goals for students learning so they can make progress towards college and real world adaptation.

To this end, my mission is always to create systems and structures that allow my team and I to achieve the intended yearly goals and successes for schools.

Goal # 1: An important part of this is that I keep evaluating the systems from previous year, making improvements, communicating updates and monitoring to ensure that the new updates are implemented. These actions are part of what Ram Charan called the “fundamentals of the profession”

David Allen in his book getting things done argues that time management is essential and the leader needs to create a system of organization “that the mind learns to trust over time”, programing one’s mind to sync with the needed actions so that the leader to perform other tasks.

Goal # 2: Within the next six months, I need to evaluate and consistently maintain the systems and structures for the processes for schoolwork beginning from entrance till dismissal time.

Part of this goal is to develop these systems for a diverse schools as well as for a school where there is much less diversity such as the school I am in 2015. In other words, I will create updated documents from the evaluations of last year processes. The updated documents will include protocols for student entrance, dismissal, lunch, recess, changing classes, transitioning to extracurricular activities, field trips, bus conducts and so on.

Goal # 3: My next step will be to communicate the implementation of these systems to all my stakeholders with a clear understanding that accountability is very high. I will also set up a monitoring system to ensure that the processes are followed and that the intended results are seen.

Goal #4: Within the next one year, I will develop leadership capacity of evolving leaders in my team and support them to be effective in their roles. Rosalinde Torres in her TED talk, ***what it takes to be a great leader*** asserts that one of the skills that great leaders implement is the ability to build relationship with diverse population and sustain them to influence them for change so that they listen to the leader and do what they are asked to do. That assertion resonated with my thinking and what I consider to be best practices of leadership. By virtue of my wide travels and interactions with multiple ethnicities, I am able to relate with diverse groups without any problem. This skill has helped me to work in different communities where I am needed.

Buckingham and Cliftom in their book, ***now discover your strength***, also argues that building diversity within an organization is very critical because diverse team bring diverse skills that the leader can learn from and use to enrich the team. Buckingham and Coffam in their book, First, Break All the Rules asserts that talent should be considered instead of experience, intelligent or determination. In a fast changing society, talents are nurtured and could be evolving as system change. Experiences may remain the same and may not always serve the intended purpose.

Goal #5: I will also continue to work on improving my leadership ability and myself. I will complete my one remaining superintendent course, take the exams and continue to apply the new learning into my daily work as an urban leader. Goal # 6: Although I am currently transitioning as a result of leadership change at my school, I am optimistic that I will get the fitting job soon and continue to build on the work my team and I have done in the past. Developing leadership in others is one leadership skill I have found very useful. Not only does it help me distribute leadership and divide labor, it helps me to give back to others the way I have been nurtured and groomed by some of my senior leaders.

From a tempered radical approach, I plan on continuing to work with my potential new team to ensure that needed changes are effected in a manner that does not impact the morale and wellbeing of the school culture.

I will lay down my personal vision of school improvement as early as possible and, of course this vision is aligned to leadership principal or leadership team vision for school improvement. I will stay strong with student support through socio emotion strategies and work with teachers to support individual students. Teachers need to lay the expectations from the first week of school, follow through with the rules and consequences and help students to understand what, how and why they are in place, and that it is helpful to keep them on course.

As earlier explained, the monitoring system I put in place must be tightly and updated with any changes needed. I will work with the instructional leadership team to conduct a cycle of inquiry quarterly around our powerful practices and learning cycle. Student data will drive this inquiry cycle and it will be on-going from gathering data, analyzing data, applying a strategy, monitor the process to see if the strategy is working. If it is not working, changing strategy, if it is working continue to use strategy to support work with students. These steps are what I consider as my blueprint for making the processes of school run smoothly. I will insist on their implementation with my team and just like a tempered radical, going slowly but surely to make sure that everyone is doing their part as expected.