

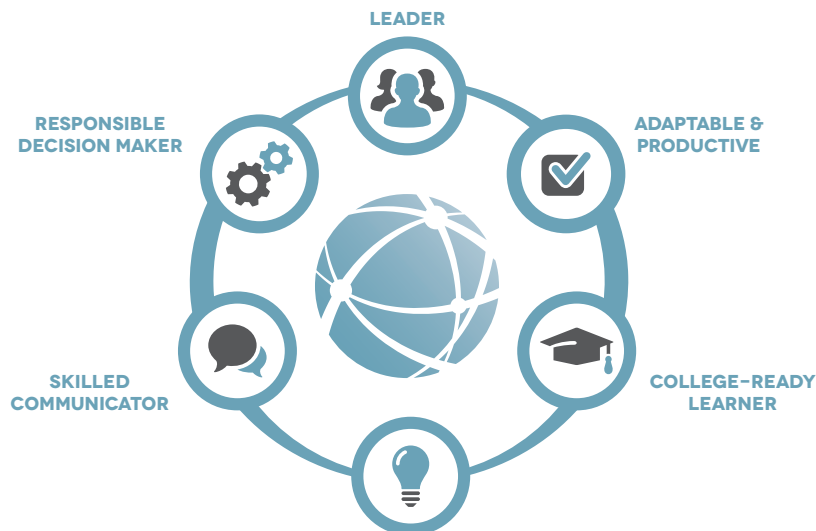


HOUSTON INDEPENDENT SCHOOL DISTRICT  
**GLOBALGRADUATE**  
 READY FOR THE WORLD

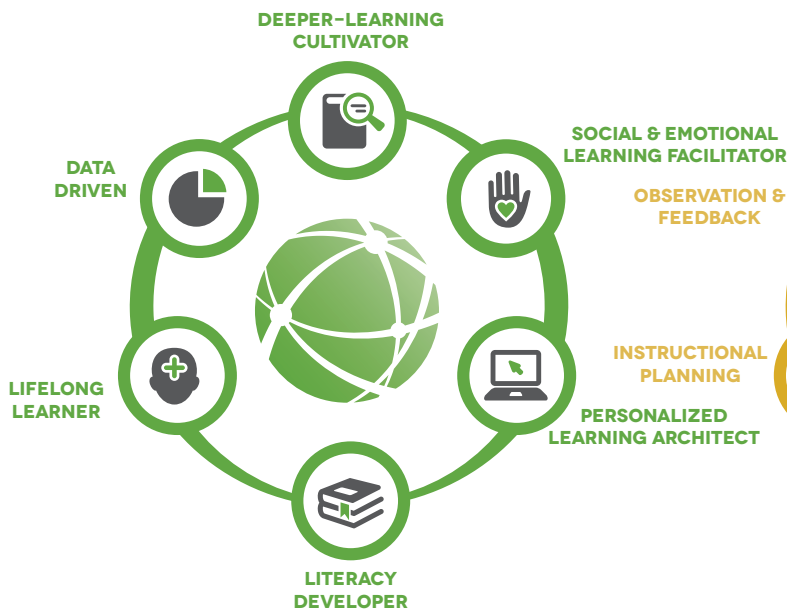
At HISD, our goal is for every student to graduate ready for the world — possessing the characteristics they need to be successful in college and to compete in today’s global workforce.

Our ability to develop global graduates is dependent upon our ability to develop teachers and leaders with the skills they need to be effective. Outlined below are profiles for the HISD graduate, teacher, and leader. Each contains a list of competencies.

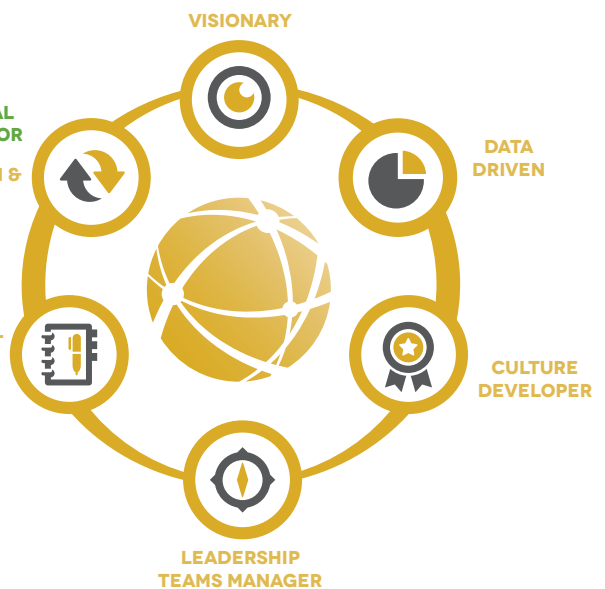
**GRADUATE**



**TEACHER**



**LEADER**





## GRADUATE



### LEADER

Works collaboratively and leads by example. Embraces new ideas and technologies and motivates others to be open to change.



### ADAPTABLE & PRODUCTIVE

Industrious member of a global society. Demonstrates flexibility and cross-cultural skills when fulfilling personal, professional, and community experiences.



### COLLEGE-READY LEARNER

Proficient in the core disciplines as evidenced by successful performance on state and national assessments. Works hard and persists to achieve academic and career goals.



### CRITICAL THINKER

Identifies and dissects issues, seeks multiple opinions, and critically evaluates various solutions. Understands when additional information is needed and effectively uses technology (21<sup>st</sup> century literacies) to research.



### SKILLED COMMUNICATOR

Reads, writes, speaks, and listens effectively — adapts to diverse audiences and settings.



### RESPONSIBLE DECISION MAKER

Sets goals, develops action plans, and works hard. When faced with challenges and obstacles is able to persist to achieve goals.



## TEACHER



### DEEPER-LEARNING CULTIVATOR

Designs learning experiences that develop academic mindsets and foster critical thinking, innovation, and collaboration. Ensures mastery of core academic content through application of knowledge and skills in novel and meaningful contexts.



### SOCIAL & EMOTIONAL LEARNING FACILITATOR

Creates a learner-centered community with safe and flexible environments to meet the needs of all learners. Develops attitudes and skills of learners to establish and maintain relationships, be empathetic, and make responsible decisions.



### PERSONALIZED LEARNING ARCHITECT

Curates, creates, and collaborates with learners to provide path choices and resources to achieve individual goals. Utilizes strengths and interests of individuals to build knowledge and skills.



### LITERACY DEVELOPER

Designs and facilitates learning experiences that develop necessary skills for fluent reading, writing, speaking, and communicating. Develops proficiency in use of technology to create, analyze, and synthesize multimedia to skillfully communicate and collaborate with global audiences for a variety of purposes.



### LIFELONG LEARNER

Seeks feedback and growth opportunities to develop, lead, and collaborate with all stakeholders. Persists in the continual development of the technical, content, and pedagogical knowledge necessary for teaching diverse learners.



### DATA DRIVEN

Designs and uses multiple forms of data to monitor and adjust learning experiences. Ensures students utilize precise and timely feedback to inform goal-setting and be adaptive and productive learners.



## LEADER



### VISIONARY

Establishes a collective vision of excellence and builds a shared commitment among stakeholders in achieving that vision. Develops a school culture that promotes habit building and inspires behaviors that directly align with the established vision of excellence.



### DATA DRIVEN

Gathers and organizes data from multiple stakeholders. Ensures data is robust, relevant, and systematically utilized to improve practices and impact scholar outcomes.



### CULTURE DEVELOPER

Creates a strong culture where learning thrives and habits for success are developed.



### LEADERSHIP TEAMS MANAGER

Leverages colleagues inside and outside of school to build expertise, share best practices, and foster collaboration across the district. Develops structures to manage and support the school leadership team in delivering on the mission.



### INSTRUCTIONAL PLANNING

Assures instructional plans afford every scholar rigorous and well-structured lessons that promote intellectual growth, curiosity, collaboration, problem-solving, and creativity.



### OBSERVATION & FEEDBACK

Prioritizes professional development, learning communities, and a consistent feedback cycle to empower staff and improve their craft. Exemplifies a growth mindset and builds capacity among leadership team/colleagues through distributed leadership.