Benteen ES Principal Profile 5/21/2025

The data from the Benteen Principal Profile Survey (completed by staff, parents and community members) was summarized using Chat GPT to identify the top 15 qualities, traits or characteristics shared within each of the following four domains.

Rank	Quality / Characteristic	Description / Common Phrases
1	Clear Vision & Direction	Visionary leadership defines what's staying vs. changing, strategic goals
2	Strong Communication Skills	Transparent, responsive, approachable, communicates with all stakeholders
3	Instructional Expertise	Deep understanding of curriculum, standards, teaching practices, data use
4	Supportive of Teachers & Staff	Retains talent, values input, equitable support, mentoring, PD
5	Equity & Inclusion Mindset	Culturally responsive, fair, understands diverse needs (DLI, ESOL, SPED)
6	Belief in DLI Program	Advocates for and strengthens Dual Language Immersion, supports bilingualism
7	Student-Centered Focus	Prioritizes student growth, well-being, personalized support
8	Approachability & Relational Leadership	Personable, visible, engaged, listens and builds trust
9	Accountability & High Expectations	Holds self and others to standards, data-driven, consistent follow-through
10	Experience in Elementary Education	Classroom experience, understands K-5 context and curriculum

Top 15 Instructional Leadership Qualities

Rank	Quality / Characteristic	Description / Common Phrases
11	Cultural Competence	Embraces multiculturalism, sensitive to community background
12	Flexibility & Adaptability	Open-minded, responsive to change, adjusts based on data or context
13	Bilingual / Multilingual (Especially Spanish)	Communicates with diverse families, supports bilingual learners
14	Community Engagement & Visibility	Active with parents, attends events, knows students/families
15	Professionalism & Integrity	Ethical, dependable, sets tone for school culture and respect

10 Top 15 Qualities for Discipline Management

Rank	Quality / Characteristic	Description / Notes
1	Consistency	Most emphasized quality—apply rules fairly, reliably, and predictably across all students and situations.
2	Fairness & Equity	Discipline applied equitably , without bias related to race, gender, or background. Addresses disproportionality.
3	Restorative Practices	Use of restorative justice, SEL, and relationship- building as alternatives to punitive discipline.
4	Clear Expectations & Policies	Well-communicated rules, consequences, and protocols understood by students, teachers, and families.
5	Support for Teachers	Backing up teachers in enforcing rules, managing behavior, and handling repeat offenders.

Rank	Quality / Characteristic	Description / Notes
6	Strong Communication Skills	Transparent, respectful communication with staff, students, and especially parents—de-escalates conflict.
7	Cultural Awareness & Sensitivity	Understands and respects cultural differences in behavior and discipline norms; uses culturally responsive approaches.
8	Calm, Professional Demeanor	Handles tense situations without aggression or bias; leads with emotional intelligence and composure.
9	Visible and Present	Seen throughout the school, especially during challenging behavior moments—"hands-on" leadership.
10	Data-Driven Equity Monitoring	Tracks discipline data by demographics (race, gender, program) to ensure fairness and adjust systems.
11	Empathy & Compassion	Understands that children make mistakes; sees misbehavior as a learning opportunity. Wraparound mindset.
12	Experience with Diverse School Communities	Especially effective if the leader has worked with schools with similar demographics and discipline challenges.
13	Student-Centered Discipline Philosophy	Sees the student as a whole person; addresses root causes and focuses on growth, not just punishment.
14	Firm but Flexible Leadership	Balances structure with understanding; doesn't overreact or under-react to misbehavior.
15	Commitment to SEL (Social Emotional Learning)	Embeds SEL into discipline to help students learn self-regulation, reflection, and community values.

Top 15 Qualities for Community Engagement

Rank	Quality / Trait	Description / Why It Matters
1	Strong Communication Skills	Clearly and consistently shares information, listens actively, and engages meaningfully with all stakeholders—parents, local groups, and businesses.
2	Cultural Competence & Inclusivity	Understands and respects diverse racial, cultural, and socioeconomic backgrounds. Engages all families, especially non-English-speaking and underserved groups.
3	Relationship-Builder / Trustworthy	Fosters strong, trusting relationships with parents, local businesses, and community leaders.
4	Visible & Approachable	Present at school and community events; easily accessible to families and partners. Seen as welcoming and authentic.
5	Collaborative Leadership Style	Engage with PTO, Foundation, GO Team, and other groups to co-create goals and share leadership.
6	Bilingual / Multilingual Skills or Support	Especially Spanish. Allows engagement with a broader segment of the school community and breaks down communication barriers.
7	Deep Understanding of the Local Community	Knows the neighborhood's history, culture, assets, and challenges. Invested in strengthening the school's place within it.
8	Transparency	Open and honest in communication, especially in navigating complex or contentious topics like race or program equity.
9	Experience with Community Partnerships	Proven ability to form meaningful, mutually beneficial relationships with businesses, civic groups, and nonprofits.

Rank	Quality / Trait	Description / Why It Matters
10	Advocates for Equity in Engagement	Ensures all families (zoned and non-zoned, DLI and traditional) feel welcome, heard, and valued—not just the most vocal or resourced.
11	Visionary about Community-School Connection	Sees community engagement not as an add-on but as central to the school's identity and success.
12	Supportive of Parent Voice (All Parents)	Values two-way communication and includes diverse family perspectives in decision-making. Sets clear expectations and boundaries where needed.
13	Event Leadership & Coordination Experience	Organizes or supports events that bring the school and community together (e.g., cultural celebrations, fundraisers, festivals).
14	Fundraising / Grant Writing Skills	Brings in additional resources through community support or partnerships to benefit students and programs.
15	Commitment to Shared Decision-Making	Involves families, staff, and external stakeholders in planning, visioning, and accountability processes.

Y Top 15 Leadership Traits for the New Principal at Benteen

Rank	Leadership Trait or Quality	Description / Why It Matters
1	Approachable & Visible	Present at carpool, in hallways, classrooms, and events. Accessible and connected with students, staff, and parents.
2	Empathetic & Compassionate	Listens deeply, shows care, and leads with heart. Builds a nurturing school culture.

Rank	Leadership Trait or Quality	Description / Why It Matters
3	Collaborative Leader	Encourages shared decision-making with staff, families, and the community. Builds unity and buy-in.
4	Transformational Leadership Style	Inspires a shared vision, motivates others, and leads change with positivity and growth in mind.
5	Servant Leadership	Puts students, staff, and families first; supports and uplifts others to achieve their best.
6	Transparent & Honest	Communicates clearly and openly. Builds trust and avoids favoritism, gossip, or hidden agendas.
7	Culturally Competent & Inclusive	Honors diversity, embraces multiculturalism, and creates a safe space for all identities and voices.
8	Strong Communicator	Proactive in outreach, consistent in messaging, and open to feedback from all school stakeholders.
9	Fair & Consistent	Apply rules and makes decisions equitably, without bias or exceptions earning respect through integrity.
10	Student-Centered Mindset	Keeps students' academic, emotional, and social growth at the core of all decisions.
11	Empowers & Trusts Teachers	Builds staff capacity, encourages innovation, and avoids micromanaging. Values professional expertise.
12	High Expectations with Support	Sets clear goals for academic and behavioral excellence, while providing the support to reach them.
13	Resilient & Decisive	Stands firm under pressure, especially when navigating controversy or difficult decisions.
14	Warmth & Positivity	Leads with joy, optimism, and enthusiasm. Help cultivate a safe, welcoming, and happy school climate.

Kank	Leadership Trait or Quality	Description / Why It Matters
15	Instructional & Strategic Leadership	Understanding teaching and learning deeply, guides instructional practices, and strategically leads school improvement.

Additional Themes Worth Noting:

- **Delegation & Accountability**: Ability to delegate tasks, hold people accountable, and lead by example.
- Adaptable Leadership Style: Can shift between servant, instructional, or directive leadership depending on the situation.
- **Community Reflection**: Someone who reflects and understands the community's unique culture, needs, and demographics.
- **Supportive of Staff Wellness**: Recognizes teacher well-being as essential to school success.