

KAPE Excellence in Leadership Award

Nomination Guidelines

KAPE's Board of Directors, along with the Executive Director, have elected to recognize and honor administrators (Superintendents, Assistant Superintendents, Principals, and Assistant Principals) who demonstrate leadership skills, encouragement, and outstanding service to their districts, schools, students, and staff. Only KAPE members in good standing can nominate a prospective honoree, but the recipient of the nomination is not required to be a KAPE member.

The deadline for submitting nominations is 4:00 pm EST on **April 1st of the current academic year**. The awards will be presented at a school board meeting in the honoree's district in May of the current academic year. *"A leader is one who knows the way, goes the way, and shows the way."* – John Maxwell

Nomination Criteria

Provide a short narrative about the nominee that will describe his or her exceptional qualities of leadership. KAPE stands for truth. As a result, the KAPE leadership Award seeks to recognize outstanding leaders who seek and stand for truth and are driven by core principles of virtue and ethical practice. Below are the criteria of qualities that nominees should consider in determining *Excellence in Leadership*.

1. **Virtue -Honesty and integrity-** Leaders can succeed when followers see that core values and beliefs, such as honor, integrity, and truthfulness, are practiced. Leaders should demonstrate ethics which are aligned with the standards and expectations issued to all certified educators from the EPSB. Virtue is reflected in actions. Does your leader's actions reflect virtue? One who stands for and seeks truth and works to establish and advance principles throughout the organization.
2. **Inspiring** – Leaders should motivate positive change. Leaders should demonstrate a compelling rationale for their ideas and plans to inspire others to follow to achieve common goals. In the midst of stressful situations, staff and students often look to their leader to see how they respond. A good leader stays focused under pressure, while keeping his/her staff motivated. Does your leader inspire others to learn more, do more, and become more successful while working to overcome challenges and setbacks?
3. **Focused Vision** A good leader establishes and maintains focus. A good leader clearly communicates ideas, plans, and expectations to achieve organizational goals. A noble, focused vision, and aligned actions can motivate and move an organization to positive change. An effective communicator convinces others that they can achieve what may appear impossible. Does your leader communicate a compelling and focused vision? What is the focus of your district and school? How is that vision reflected in practice?

- 4. Principle-Driven Decision-Making**- Leaders should have a clear set of principles to drive consistent decision-making and actions. Leaders should think carefully and deeply about their decisions, and they should have the wisdom to collect input from relevant stakeholders and consider all of the ramifications. Are the principles of your leader clear and demonstrate high-ethical standards?
- 5. Effective Instructional Leadership** Effective leadership produces desirable results. Desirable results in education show progress and high student achievement and high levels of learning.
- 6. Empowerment**- A good leader is confident and competent. A good leader seeks to build professional capacity among staff. A good leader tailors leadership and the leadership structure to fit the needs of the organization. Does your leader provide you with all the resources and support you need to achieve your school or district goals?
- 7. Innovation**- Leaders should be creative and able to think outside the box to solve problems and achieve goals. Leaders should be able to determine when, how, and why to develop a better plan or a unique approach or solution. Is your leader innovative?
- 8. Positive Organizational Climate** - The leader creates and maintains a positive organizational climate that is conducive to student learning and supportive of staff. Staff and students are appreciated. The leader promotes teamwork and collegiality in an environment that is positive and fulfilling for staff and students.

Although even a great leader is not perfect and may not demonstrate all of these qualities consistently, identify and evaluate the criteria of qualities your nominee demonstrates to determine if a number of the qualities are exceptional. Explain your leader's strengths and ability to meet organizational challenges to build a successful school or district focused on student learning and success. Be sure to connect the nominee's qualities to the specific criteria.