

ACT

Promises and Commitments

“Knowledge changes our thinking. Commitments change our leadership.” Make promises to yourselves and your teams.

Framework 1 — Creating a Bold Vision for Tomorrow

As a leader, I commit to...

- ...spending time thinking about tomorrow, not just managing today.
 - ...listening carefully to students, staff, families, and our community before defining our vision.
 - ...creating a vision that inspires people rather than simply satisfies a planning requirement.
 - ...helping every member of our organization understand where we are going and why it matters.
 - ...keeping our vision visible in our daily leadership decisions.
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Does my calendar reflect the future I say I want to create?

Framework 2 — Shaping Our Preferred Future

I commit to...

- ...ensuring our mission, vision, values, and Graduate Portrait tell one consistent story.
 - ...making our beliefs visible through our actions.
 - ...using our Preferred Future to guide difficult decisions.
 - ...protecting our culture as intentionally as our performance.
 - ...helping every employee see themselves in our future.
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Are we becoming the organization we described?

Framework 3 — Defining Our Priorities

I commit to...

- ...focusing on what matters most.
 - ...saying “no” to initiatives that do not advance our priorities.
 - ...using evidence rather than opinions to determine our direction.
 - ...aligning people, time, and resources with our highest priorities.
 - ...continually asking whether our work improves student success.
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Are we busy...or are we strategically focused?

Framework 4 — Implementing from Strategy to Results

I commit to...

- ...moving beyond planning into disciplined implementation.
- ...providing clarity so every person understands their role.
- ...monitoring progress consistently rather than waiting until the end.
- ...removing barriers that prevent successful implementation.
- ...celebrating progress while continuously improving.

Are our best ideas becoming our daily practices?

Framework 5 — Reporting Our Results

I commit to...

- ...measuring what truly matters.
- ...telling our story honestly and transparently.
- ...celebrating accomplishments while examining our impact.
- ...using results to improve rather than defend our work.
- ...earning trust through evidence and accountability.

Does our reporting create confidence in where we are going next?

Strategic leadership is not defined by what we know. It is defined by what we consistently choose to do. Before beginning the next framework, write one commitment you will put into practice immediately. *Leadership changes one decision at a time.*