



PRINCIPAL  
**IMPACT**  
COLLABORATIVE  
UNT DALLAS

DESIGN THINKING SHOWCASE  
**PIC**  
**LEADERSHIP**  
**COLLABORATION**

Showcasing the 2020 Cohort  
Design Thinking Campus Action Projects

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# Growing Your Leaders

## EXECUTIVE SUMMARY

In my design project, I sought to build leadership capacity on my campus and create a sense of partnership among the team members. At first, I focused primarily on improving the mental health of the team by infusing social and emotional strategies into my coaching to cope with the stress of the pandemic. During my empathy interviews, I realized I had to be purposeful, intentional, and aware of the type of support each team member needed. We had a very diverse group of people and I looked forward to combining our strengths and personality traits to compliment the entire team. I began working with my administrative team and then expanded to include the team leads. In addition, since I moved to a new campus and started working with a new team, I learned that it is critical to research the best coaching approach for our campus based on the team's unique dynamics. Developing trusting relationships was key to the success of my project because I needed team members to trust me if we were to ensure genuine collaboration, allow risk-taking, and inspire creative thinking.

Our process began with redefining our vision and aligning our values. Developing a deeper understanding of our vision and internalizing it was crucial for each team member so that they could find purpose in their work and recognize its impact on their goals and aspirations. During the process, I wondered, how could I help each person define their purpose? How could I ignite their passion so they can do the same for each of their teams? How would I strike the right balance between support and accountability? My ultimate goal was to help each team member in recognizing and utilizing their own strengths and areas for improvement, including mental health, in order to strengthen the team as a whole.

After implementing the plan with my administrative team, I expanded my design thinking project to include the team leaders. The leadership capacity on my campus has greatly improved. It has been exciting to see the positive ripple effects of this project on individual teams and ultimately classroom instruction.



## TARGET AUDIENCE

- Administrators
- Instructional Coaches
- Teacher leaders

## MEASURES OF SUCCESS

Climate survey:

- My campus leadership helps me improve the quality of my instruction (from 64% to 81% positive)
- My school has an effective instructional leadership team. (from 56% to 84% positive)
- Team members promotions - 5 staff members promoted to AP/Principalship

## PROJECT IMPACT

- Increased Leadership capacity
- Build trusting relationships
- Improved student achievement