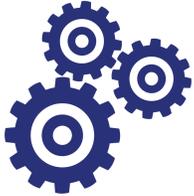Anthony Wayne Local Schools
Portrait of a General

LEARNER'S MINDSET
A GENERAL curiously pursues new experiences and ideas to develop, learn and contribute as global citizens; while also embracing their core values and opportunities to progress through the cycle of learning, failure, growth and reflection with integrity.

A GENERAL is:	Student Actions Demonstrate:	Educator Actions Teach, Promote, Model, Redirect:	Leader Actions Support, Model, Promote, Redirect:
ACCEPTING OF CONSTRUCTIVE FEEDBACK	• Actively listens to what is being shared • Accepts feedback and asks clarifying questions	• Provide specific, timely, and usable feedback with opportunities for mastery when appropriate • Model clarifying questions	• Be open to giving and receiving feedback • Define constructive feedback
CURIOUS	• Asks thoughtful and meaningful questions • Seeks and explores knowledge	• Question, debate, discuss • Ask open questions (DOK)	• Model examples that encourage curiosity and seek to understand • Question, debate, discuss
A LIFELONG LEARNER	• Is self-motivated • Is engaged • Follows passions	• Celebrates student self motivation • Provide options for students to engage • Encourage student voice and choice	• Provide and suggest professional development opportunities based on educator interest and need • Celebrate educator learning, success, and failing forward
RESILIENT AND MAINTAINS A GROWTH MINDSET	• Accepts a challenge • Perseveres through mistakes • Understands and learns from mistakes	• Provides engaging challenges and stretch opportunities • Intentionally provides opportunities for students to learn from mistakes	• Navigates challenges with a purpose • Supports and encourages risk taking
RESOURCEFUL	• Uses a variety of skills to solve problems • Determines the best way to solve problems	• Demonstrate various strategies in which to solve a problem • Discuss the most effective and/or efficient method for solving a problem	• Creatively leverage available resources to solve a problem • Being open-minded to solution based ideas

Portrait of a General

CRITICAL THINKING

A GENERAL deliberately and consistently investigates to expand and improve the quality of one's own thinking by embracing the process of analyzing, assessing and reconstructing information to propose solutions that are mindful of the impact they may have on other parts of the system.

A GENERAL:	Student Actions Demonstrate:	Educator Actions Teach, Promote, Model, Redirect:	Leader Actions Support, Model, Promote, Redirect:
ANALYZES CAREFULLY	• Collects and evaluates reliable information • Thinks before responding	• Provides instruction on finding, or identifying and using reliable sources • Promotes thinking before responding / redirects as needed	• Models how to gather information and consider multiple outcomes • Promotes thinking before responding / redirects as needed
ASKS MEANINGFUL QUESTIONS / INVESTIGATES	• Questions thoroughly for understanding • Collects and applies information from multiple sources	• Instructs and models that different wording in a question elicits a different response (DOK) • Requires students to use information from multiple sources	• Instructs and models that different wording in a question elicits a different response (DOK) • Encourages educators to analyze information/data from multiple sources
IS INNOVATIVE & CREATIVE	• Brainstorms multiple possible outcomes • Works to develop unique solutions	• Poses open-ended questions with multiple solutions • Allows students opportunities to evaluate outcomes of given solutions	• Considers multiple outcomes and varying perspectives • Coaches innovation for student and educator engagement
SOLVES PROBLEMS / FINDS SOLUTIONS	• Independently attempts to answer questions before using resources or asking for assistance • Identifies and uses helpful resources	• Brainstorms and directs students to resources as a first stop for information • Allows students to explain their reasoning and models what they are thinking	• Offers resources and/or training • Provides opportunities for communication and collaboration

Portrait of a General

COLLABORATION AND COMMUNICATION

A GENERAL articulates thoughts and ideas in a professional manner; effectively using oral, written and nonverbal skills in a variety of ways and actively listens to feedback, acknowledges input and responds appropriately. A GENERAL elicits diverse perspectives to make meaning and when appropriate takes collective action.

A GENERAL IS:	Student Actions Demonstrate:	Educator Actions Teach, Promote, Model, Redirect:	Leader Actions Support, Model, Promote, Redirect:
ETHICAL	• Maintains strong character • Demonstrates personal and academic honesty • Gives proper credit to others	• Creates and models an atmosphere where character and honesty are valued • Teaches and recognizes when a student is *Being a General*, redirects when necessary	• Creates and models an atmosphere where character and honesty are valued • Implements procedures and policies with fairness
PRESENT AND ENGAGED	• Actively listens with eye contact • Actively participates and is focused	• Demonstrates being an active listener: listens with eyes, ears, body and heart • Teaches students to be active participants	• Actively participates • Is visible, accessible and approachable
A PRODUCTIVE TEAM MEMBER	• Actively contributes to the team • Allows, encourages and accepts contributions from others	• Defines roles of group members • Promotes empathy	• Provides a collaborative, professional team culture • Promotes empathy
RESPECTFUL	• Interacts with positive body language • Is open-minded to others' answers and opinions • Listens and allows others to express opinions	• Demonstrates examples and non-examples • Creates an environment that respects others' answers / opinions	• Demonstrates examples and non-examples • Creates an environment that respects others' answers/opinions
A SELF-ADVOCATE	• Takes the initiative to seek help • Confidently voices issues and concerns	• Encourages students to seek help and praises those who do • Responds positively to encourage future student self-advocacy	• Vocalizes issues and concerns • Demonstrates and encourages self-awareness

Portrait of a General

ADAPTABILITY & FLEXIBILITY

A GENERAL demonstrates awareness and a willingness to change course and acts by reflecting on options while keeping her / his ultimate goal in mind.

A GENERAL:	Student Actions Demonstrate:	Educator Actions Teach, Promote, Model, Redirect:	Leader Actions Support, Model, Promote, Redirect:
ACCEPTS CHANGE	• Welcomes change with grace • Tries something new	• Models and teaches how to respond to change positively • Shares examples to students when trying something new	• Models and teaches how to respond to change positively, being open-minded • Involves stakeholders to effectively navigate the obstacles of change
EMBRACES NEW OPPORTUNITIES	• Joins in with positive disposition / body language • Shows a willingness to try something new	• Promotes examples of being a lifelong learner • Is present and actively engages with students to create and maintain a positive tone	• Volunteers to help with new opportunities • Puts others before self to solve problems • Takes risks in order to innovate solutions
MAINTAINS A GROWTH MINDSET	• Perseveres / embraces the power of *yet* • Welcomes challenges • Learns from mistakes	• Encourages student to try on their own before asking for help • Accepts challenges gracefully, embraces failures and demonstrates grit	• Encourages educators to present possible solutions • Accepts challenges gracefully, embraces failures and demonstrates grit
SETS, MONITORS & ADJUSTS GOALS	• Articulates goals, self-reflects and take action as needed • Demonstrates the ability to adjust to the situation	• Collaborates with students to set goals, reflect and adjust • Models by articulating goal setting and self-reflection process	• Collaborates with educators to set goals, reflect and adjust • Models by articulating goal setting and self-reflection process

Anthony Wayne Local Schools
Portrait of a General

♥ EMPATHY

A GENERAL demonstrates awareness, sensitivity, concern, fairness and respect to connect with others' perspectives, feelings, opinions, experiences and cultures.

A GENERAL:	Student Actions Demonstrate:	Educator Actions Teach, Promote, Model, Redirect:	Leader Actions Support, Model, Promote, Redirect:
IS AWARE OF OTHERS AND THE SITUATION	• Notices when others are in need • Recognizes situations and individuals' feelings	• Actively listens and acknowledges when students are in need • Teaches and models how to recognize situations and individuals' feelings	• Actively listens and acknowledges when educators are in need • Creates an environment that recognizes individuals feelings and opinions
IS COMPASSIONATE	• Provides genuine responses • Shows care for others	• Teaches students how to consider the words and body language of others • Models and discusses how to acknowledge emotions and respond appropriately	• Cultivates compassion by being considerate of others • Models and instructs how to acknowledge emotions and respond appropriately
IS CULTURALLY RESPONSIVE	• Aware of self and others • Understands and respects differences	• Connects students' cultures, languages and life experiences with learning • Facilitates discussions with multiple perspectives	• Supports learning that connects students' cultures, languages and life experiences • Encourages the understanding of multiple perspectives
HELPS OTHERS	• Helps others when they are in need • Leaves every place better than it was found	• Celebrates and promotes kind and helpful acts • Teaches students to take responsibility for their materials and space	• Is aware of and able to support the needs of others • Demonstrates willingness to help others who are facing difficulties
RECOGNIZES AND RESPONDS APPROPRIATELY TO EMOTIONS AND SITUATIONS	• Notices the emotions of others • Adapts the response to match the audience and the situation	• Models how to notice the emotions of others • Models how to adapt the response to match the audience and situation	• Talks about empathy in the workplace to signal its value • Promotes high levels of engagement, inclusivity and cooperation • Involves employees in decision making