

7

Institutional Commitments of Healthy Schools

Across years of research in cognitive science, organizational psychology, professional learning, and school leadership, a pattern emerges. Healthy schools consistently protect seven things.



Clarity

People deserve to know what success looks like.

- Priorities remain visible.
- Expectations stay consistent.
- New initiatives don't compete for attention.



Capacity

Every new responsibility has a cost. Healthy leaders ask a question that too often goes unasked:

- "What are we willing to stop doing?"



Attention

Attention has quietly become one of education's most valuable resources.

- Constant interruptions.
- Notifications.
- Context switching.
- Duty assignment overload.



Trust

Psychological safety does not lower expectations. It raises honesty.

- Admit mistakes.
- Challenge assumptions.
- Offer new ideas.



Relationships

Schools are built by people long before they are built by programs. Healthy leaders intentionally create time for

- coaching
- celebration
- mentoring
- collaboration
- simple human connection.



Meaning

Most educators do not enter this profession because we love paperwork. We want to make a difference!

Healthy leaders continually reconnect people with that purpose. Not through inspirational speeches, but by removing barriers that keep educators from the work that gives them life and fulfillment.



Sustainability

Perhaps the most important leadership question isn't:

- "Can our people do this?"

It's:

- "What might our people do instead?"

