**Margarita Tovar-Tamez**

**Leadership Framework for the Principal Preparation Program Academic Portfolio**

**Philosophy of Education**

My name is Margarita Tamez (Tovar), wife, educator, student and leader. I am a Pre-K Dual Language Coordinator and Instructional Technologist in the seventh largest district in the country, Houston Independent School District. I chose HISD because of its diversity of students and educators. I am also enrolled in Houston Baptist University, pursuing a masters in Educational Administration. HBU has equipped me with the best skills to be a proficient leader in the education world.

 I don't have a philosophy on education, but a philosophy on educators. I believe that educators are what make education the wonderful gift it is. Without efficient, dedicated and passionate educators, students are not taken to their highest capacity. We as educators must develop students that are capable, confident and thoroughly prepared for school and life success. Every student deserves a competent teacher and the only way to receive that is by us being life-long learners. ​​

**Philosophy of Leadership**

Sheryl Sandberg, COO of Facebook, has in my opinion the best educational leadership quote of all time; Leadership is about making others better because of your presence, and making sure that impact lasts in your absence. My philosophy for leadership is aligned to that. I want everyone that steps in my school to leave a better person. Whether it be a teacher who had difficulties with differentiation, a parent who had limited english language skills and felt incapable of helping their student at home, or a child who was always told he wouldn't get anywhere because of his background.

**Vision for Learners**

My vision for learners is infinite. I don't want the sky to be the limit, I want it to be the norm. I want students to have the option to be whatever they want to be for themselves, not because a school or a teacher has determined that future for them. Many times we underestimate the capabilities of learners, sometimes without even realizing it. Every child should have a capable teacher who equips them to be the best version of themselves.

**Vision for Teachers**

My vision for educators is similar to my vision for students. They are my students in my eyes! If I’m not growing them, I'm not doing my job. I want transparency in our communication and students at the focus of all of our conversations. There's a motivation speaker that says that 90% of the issues in organizations could be solved if people weren't so resistant to difficult conversations. I have no issue with being open and honest with my teachers if the students are being affected, and vice-versa. I want educators to know that I will give my all for them if they amaze me with their instruction.

**Vision for the Organization**

I want to create a culture of growth, innovation and creativity. I want students to leave my campus, capable, confident and thoroughly prepared for school and life success. By the same token, I want teachers to also feel that they are the best they can be. I know that will take building a strong leadership team that coaches them. Many times leaders believe that relationship building should be delegated, I don't. I think success in education is in building long lasting relationships with our teachers, parents and students.

**Plan for Attainment**

When I become an administrator of an organization the first thing in my list is to observe and analyze our school culture. Culture beats everything. If teachers and students don't feel safe in their learning environment, no one thrives. Second, I want to work closely with my leadership team to create a plan where we are constantly developing our teachers. I want to give teachers effective professional development that makes them feel like their time is well invested in. Third, I want to hire character and train skill. 80% of conflict with staff could be prevented if you hire the right people. Finally, i want to partner with adult education courses to offer education for our parents after school and during the day.