

DNA Leadership Lab for Principals:



**Blueprint in Action:
Leading Systems, Inspiring Teams, and
Driving Results with the DNA Framework**

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Audience: Principals (All Grade Levels)

Duration: Half-Day (3 hours) or Full-Day (6 hours)

Format: Interactive leadership labs, team strategy simulations, executive coaching prompts, and school-level planning

Session Purpose

Principals are the chief architects of school culture, learning, and improvement. This **Leadership Lab** empowers principals to lead with clarity, data-driven purpose, and collaborative strength by applying the **DNA Blueprint for Educational Leaders**. Principals will reflect on their own leadership identity, strengthen instructional alignment, and design sustainable systems that elevate achievement, behavior, and climate.

The DNA Framework

D – Data | N – Needs | A – Action

Lead with evidence, respond to what matters most, and take decisive action that transforms teams and results.

Learning Outcomes

Participants will:

- Apply the DNA Framework to guide school improvement efforts and team collaboration
 - Leverage their behavioral leadership style to build trust, focus vision, and drive change
 - Use strategic tools to align PD, instructional systems, and culture-building initiatives
 - Design a 90-day plan to implement high-leverage actions across key school priorities
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Workshop Agenda

1. Lead With Identity: Clarify Your Leadership Blueprint

Focus: Self-awareness | Vision setting | Cultural modeling

- **Tool:** DNA Behavior Profile + Leadership Reflection
- **Activity:** “Mirror & Model” – What does your leadership communicate daily?
- **Discussion:** How do your strengths and blind spots affect your leadership culture?
- **Prompt:** What do I want my leadership to feel like, look like, and produce?

Lab: DNA Behavior Profile + Leadership Reflection



My Leadership Trait Summary:

- Dominant trait: _____
- Most impactful strength: _____
- Key blind spot to manage: _____



Mirror & Model Activity:

- How does my leadership style show up in my school culture?
○ _____
- What do I model through communication, tone, and visibility?
○ _____

Reflection Prompt:

What do I want my leadership to feel like, look like, and produce daily?



Key Insight: Culture starts with how you lead—consistently, visibly, and intentionally.

2. Align Leadership With Instruction: Data-Informed Decision Making

Focus: Student outcomes | PD strategy | Instructional alignment

- **Mini-Lesson:** Apply the DNA Framework to your school's ABCs (Achievement, Behavior, Climate)
- **Interactive Tool:** Schoolwide PD Alignment Map
- **Scenario Practice:** How do you respond to a plateau in reading scores, inconsistent engagement, or staff burnout?

Lab: PD Alignment Planning Canvas

 **School Priority Focus:** _____

- Aligned school goal:
- Recent data signals (e.g., test scores, discipline trends):
- Root cause patterns:

Instructional Leadership Alignment Plan:

- What's the most urgent instructional priority in my building?

- One teacher development move I will lead:

- What success will look like (observable evidence):

Scenario Simulation:

Choose one:

- Plateau in reading scores
- Inconsistent student engagement
- Staff burnout/morale drop

Use D–N–A Framework:

 **Key Insight:** The best leaders lead learning—not just people.

3. Strengthen School Systems: Build What Lasts

Focus: Systems leadership | School operations | Distributed leadership

- **Tool:** Principal Systems Inventory – Map your top 5 systems that need refinement
- **Planning Lab:** Design one sustainable change to a recurring issue (e.g., tardiness, walk-throughs, staff collaboration)
- **Team Simulation:** Delegating with clarity—Who leads what, and how?
- **Prompt:** What system do I need to fix, build, or replace this quarter?

Lab: Principal Systems Inventory + 30-60-90 Action Planner

 **Top 5 Systems in My Building:**

1. _____
2. _____
3. _____
4. _____
5. _____

 **Systems Check:**

Which system is underperforming—and why?

 **30-60-90 System Leadership Plan:**

Timeframe	Target System	Action Step	Impact Measure
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30 Days			
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60 Days			
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90 Days			
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 **Key Insight:** Systems run the school—but great leaders run the systems.

4. Multiply Impact: Build and Inspire Leadership Around You

Focus: Team development | Succession planning | Capacity-building

- **Workshop:** “Your Legacy Is in Your Leaders” – Reflect on who you’re growing
- **Activity:** Leader Launch Map – Identify emerging leaders and how you’ll develop them
- **Reflection:** How do I balance leading from the front, side, and behind?
- **Commitment:** Set a schoolwide leadership development goal for the next 90 days

Lab: Team Development & Delegation Map

Identify Your Bench:

- Who are 3 staff members with leadership potential?
 1. _____
 2. _____
 3. _____
- What leadership behaviors or initiatives can you delegate to develop their skills?
 - _____



Legacy Reflection:

- What will your staff say they learned from your leadership?
- What culture or system are you most proud of building?

90-Day Team Development Goal:

- Goal:
- Action Plan:
- Progress Check Date:



Key Insight: Your school grows as fast as your people grow—with you, beside you, and beyond you.



Tools & Templates

- DNA Behavior Assessment Reflection Guide
- Principal Systems Tracker
- Schoolwide 30-60-90 Day Action Planner
- PD Alignment Planning Canvas
- Team Development & Delegation Map
- Culture Calibration Tool



Final Reflection & Commitment

Final Reflection Prompt:

What leadership behavior, system, or strategy will you refine to elevate your team—and your school?

“Principals set the vision—and shape the daily decisions that turn purpose into progress.”
— Dr. Robert L. Kirton

The DNA Blueprint for Educational Leaders

A Guide for Transformative Professional Development

By Robert L. Kirton, Ed.D. | Foreword by Colonel Lee Ellis, USAF (Ret.)



Lead With Purpose



Inspire Student Growth



Strengthen School Systems



Sustain Real Results

If you're a principal, superintendent, or leadership team member ready to move from compliance to transformation—this book is your blueprint. The DNA Blueprint for Educational Leaders blends behavioral science, educational best practices, and years of leadership coaching into one practical, actionable guide. Ø735px

This isn't just a book—it's a leadership system. With ready-to-use templates, planning labs, and a proven DNA Framework: D – Data | N – Needs | A – Action, it helps you lead with clarity and turn ideas into lasting improvements in achievement, behavior, and climate.

Tools for Results:

- Align PD with student needs and your school's most urgent priorities
- Boost student engagement, behavior, attendance, and achievement
- Build safe, future-ready, and responsive school environments
- Use ready-to-use templates, planning labs, and leadership tools

BONUS: Includes a Complimentary DNA Behavior Assessment

Take the 10-minute online tool used by top-performing schools and Fortune 500 companies to unlock your leadership style and strengthen team dynamics.

Let's be clear—this isn't theory. This is an interactive playbook.

If you're tired of “sit-and-get” PD, disconnected initiatives, and one-size-fits-all leadership books that don't reflect the real work of running a school—this book provides sustainable results.

“Professional development is powerful when it elevates educators and fuels student success.”

— Robert L. Kirton —