

## Lincoln Proposed ESLR's

*(modeled after P21 Framework and feedback from Lincoln staff and parents)*

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### **Communication**

- Articulate thoughts and ideas effectively using oral, written and nonverbal communication skills in a variety of forms and contexts
- Listen effectively to decipher meaning, including knowledge, values, attitudes and intentions
- Utilize multiple media technologies, and know how to evaluate their effectiveness and impact
- Communicate effectively in diverse environments (including multi-lingual)

### **Collaboration**

- Work effectively and respectfully with diverse teams
- Exercise flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal
- Assume shared responsibility for collaborative work, and the value the individual contributions made by each team member
- Use interpersonal and problem-solving skills to influence and guide others toward a goal
- Inspire others to reach their very best via example and selflessness
- Demonstrate integrity and ethical behavior in using influence and power
- Leverage strengths of others to accomplish a common goal
- Develop, implement and communicate new ideas to others effectively
- Be open and responsive to new and diverse perspectives; incorporate group input and feedback into the work
- Demonstrate originality and inventiveness in work and understand the real world limits to adopting new ideas
- View failure as an opportunity to learn; understand that creativity and innovation is a long-term, cyclical process of small successes and frequent mistakes

### **Social and Cross-Cultural Competence**

- Know when it is appropriate to listen and when to speak
- Conduct themselves in a respectable, professional manner
- Respect cultural differences and work effectively with people from a range of social and cultural backgrounds
- Respond open-mindedly to different ideas and values
- Leverage social and cultural differences to create new ideas and increase both innovation and quality of work

### **Critical Thinking/ Problem Solving**

- Use interpersonal and problem-solving skills to influence and guide others toward a goal
- Reason effectively, using various types of reasoning (inductive, deductive, etc.) as appropriate to the situation
- Analyze how parts of a whole interact with each other to produce overall outcomes in complex systems
- Think creatively, using a wide range of idea creation techniques
- Effectively analyze and evaluate evidence, arguments, claims and beliefs

- Analyze and evaluate major alternative points of view
- Synthesize and make connections between information and arguments
- Interpret information and draw conclusions based on the best analysis
- Reflect critically on learning experiences and processes
- Solve different kinds of non-familiar problems in both conventional and innovative ways
- Identify and ask significant questions that clarify various points of view and lead to better solutions

### **Productivity and Accountability**

- Set and meet goals, even in the face of obstacles and competing pressures
- Prioritize, plan and manage work to achieve the intended result
- Demonstrate additional attributes associated with producing high quality products including the abilities to:
  - Work positively and ethically
  - Manage time and projects effectively
  - Multi-task
  - Participate actively, as well as be reliable and punctual
  - Present oneself professionally and with proper etiquette
  - Collaborate and cooperate effectively with teams
  - Respect and appreciate team diversity
  - Be accountable for results

### **Life and Career Skills**

- Adapt to change, adapting to varied roles, responsibilities, schedules and contexts**
- Be flexible, incorporating feedback effectively**
- Deal positively with praise, setbacks and criticism**
- Demonstrate initiative and self-direction, utilizing time and managing workload efficiently**
- Work independently, monitoring, defining, prioritizing and completing tasks without direct oversight**
- Be a self-directed learner, going beyond basic mastery of skills and/or curriculum to explore and expand one's own learning and opportunities to gain expertise**
- Reflect critically on past experiences in order to inform future progress**

### **Community Contributors**

- Act responsibly with the interests of the larger community in mind
- Contribute time, energy, and talents to improve the quality of life in their school, community, state, nation and world