The Steady School Blueprint

Six parts that turn a school that runs through you into a steady ship with a faithful mission.



Escalated Vision	A clear three-year vision and core values the whole team already shares, guiding every decision.
Seat Ownership	The right leader, with the right people owning each of the four key functions (Leadership, Growth, Family Delight, Performance), each with a seat scorecard.
Cash Clarity	The numbers that matter, in real time: cost per student, break-even enrollment and a 12-month rolling cash flow, so you can actually protect the people.
Aligned Strategy	Your 3-year vision broken into executable chunks (3HAG, 1HAG, QHAG), plus a Stop Doing list of what you say no to.
Leadership Rhythm	Daily huddles, a weekly leadership meeting, and quarterly and annual offsites that keep the team aligned day to day, week to week, quarter to quarter.
Expectations + Follow-Through	Clear expectations, with follow-through in the daily huddle and the weekly meeting, so accountability becomes a gift, not a burden.

Start with SOS: Seats, Outlook, Strategy. The order matters.

Escale's adaptation of Shannon Susko's Metronomics, built on the work of Verne Harnish, Jim Collins and Patrick Lencioni.

Six Mistakes, One System

These aren't signs of incompetence. They're what happens when one person carries a role never built for one person.

THE MISTAKE	WHAT IT LOOKS LIKE	THE FIX
Mistake #1: Just Get Through This Year	The 3-year vision lives on a poster, not in the budget or hiring plan.	**Escalated Vision**
Mistake #2: Filling Seats You Never Defined	No function chart, just names and titles.	**Seat Ownership**
Mistake #3: Protecting Teachers at All Costs	Every spare dollar goes to teachers; the leadership budget stays flat.	**Cash Clarity**
Mistake #4: Confusing Motion with Progress	You can't name your top three priorities.	**Aligned Strategy**
Mistake #5: Working in the School, Never on It	No daily, weekly or quarterly rhythm to step back; every decision still runs through you.	**Leadership Rhythm**
Mistake #6: Avoiding Accountability to Preserve Relationships	You put off the hard conversation with the underperformer.	**Expectations + Follow-Through**

Which one is costing your school most?

Leader or teacher, take the True School Leader Scorecard:

escaleadvisors.com/true-school-leader

More free tools: escaleadvisors.com/resources

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SCORECARD