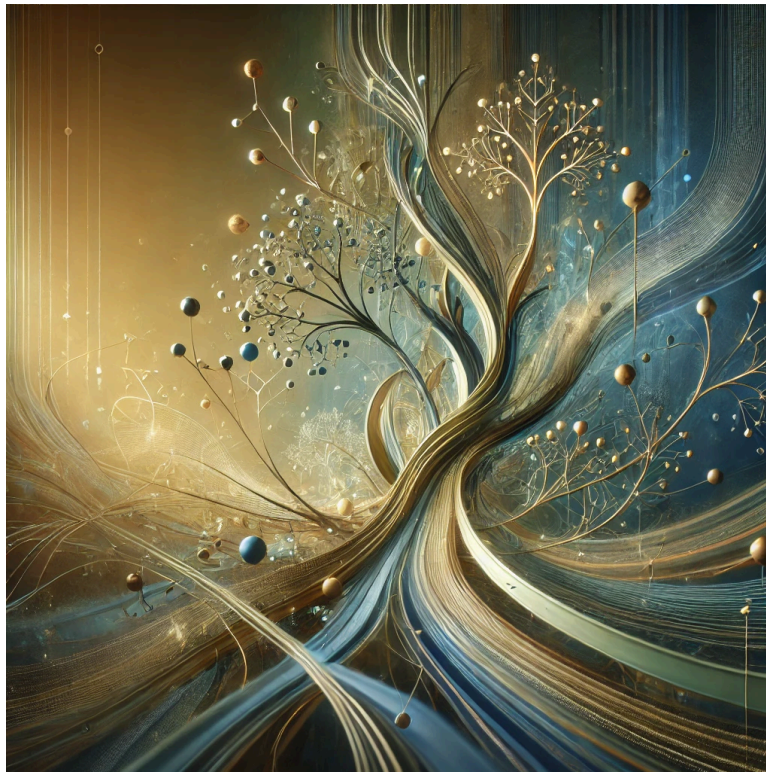


FUTURE-READY INSTRUCTIONAL LEADERSHIP



SNAPSHOT

A System-Level Lens for Instructional Leadership



By Dr. Donna Vallese, PCC

Welcome to the FRIL™ Snapshot

A Systems Reflection for Instructional Leaders

If you downloaded this Snapshot, I'm going to assume something important: You care deeply about instructional quality—and you're carrying the complexity that comes with leading it.

I created the FRIL™ Snapshot to give leaders space to pause, zoom out, and see their instructional systems through a different lens; one that moves beyond initiatives, urgency, and surface-level fixes.

This Snapshot is not about evaluating you or your team. It's about understanding the conditions your system is producing and what those conditions make possible.

What FRIL™ Is

The Future-Ready Instructional Leadership (FRIL™) Framework is a systems-based leadership model designed to explain how leadership decisions and leadership energy interact to shape instructional coherence—and, ultimately, student outcomes.

At the center of FRIL™ is a core explanatory equation:

$$\frac{\text{Strategic Leverage} \times \text{Intentional Energy} \times \text{Systemic Coherence} \times \text{Instructional Reality}}{\text{Pressures \& Stressors}} = \text{Student Outcomes}$$

This equation puts language to what many leaders already feel:

- Why strong initiatives struggle to stick
- Why alignment feels fragile instead of durable
- Why progress requires constant pressure
- Why instructional quality varies even when effort is high

FRIL™ is grounded in systems theory, leadership research, improvement science, and human learning science. It rests on a simple but often overlooked truth:

Instructional outcomes are not created by isolated actions or individual effort.
They are the predictable result of system conditions created by leadership.

What FRIL™ Is Not

Before you move any further, clarity matters.

FRIL™ is **not**:

- A teacher evaluation model
- A compliance audit
- A program review
- A list of best practices
- A reflection on intentions or beliefs

FRIL™ focuses on what is made visible through leadership decisions, priorities, and patterns over time, especially when under pressure.

What This Snapshot Is For

The FRIL™ Snapshot is a self-guided systems reflection. It introduces the FRIL™ lens without scoring, diagnosis, or facilitation.

This Snapshot:

- Does **not** produce a score
- Does **not** label effectiveness
- Does **not** tell you what to fix

Instead, it helps you sense coherence or fragmentation across your instructional system.

Think of this as a clarity tool, not a measurement tool.

Why I Designed the Snapshot This Way

I created this Snapshot to help leaders:

- Recognize when challenges are systemic, not due to any one individual
- Understand why well-designed initiatives still lose momentum
- Shift from urgency-driven leadership to leverage-driven thinking
- Experience the impact of coherence *before* action planning

This experience is intentionally:

- Free
- Reflective
- Non-evaluative

Nothing here is meant to be “right” or “wrong.”

How the FRIL™ Snapshot Is Captured

The Snapshot is captured through a one-page reflection tool.

As you move through the four domains below, you will respond to 2–3 short prompts per domain. These prompts are designed to surface patterns, not answers.

At the end, you will complete a brief Insight Capture that summarizes what you are noticing across the system.

That one-page artifact *is* your FRIL™ Snapshot.



Proceed to the next page, and begin developing your FRIL™ Snapshot by responding to the prompts in

The Four FRIL™ Snapshot Domains.

Be sure to capture your responses in a document where you will be able to review your responses afterwards.



The Four FRIL™ Snapshot Domains

1. Leadership Leverage - *Where leadership attention goes—and what it protects*

- Where are the most important instructional decisions actually being made?
- What consistently drives those decisions when priorities compete?
- What does leadership protect—even when time and pressure are tight?

2. Leadership Energy & Conditions - *How leadership shows up under pressure*

- When challenges intensify, what does leadership energy feel like in the system?
- Does pressure tend to create clarity—or reactivity? How?
- What leadership behaviors become more visible when things feel urgent?

3. System Coherence - *How initiatives and expectations interact*

- Where do initiatives clearly reinforce one another?
- Where do they compete for time, attention, or meaning?
- What feels aligned in theory but fragmented in practice?

4. Instructional Focus - *What is consistently protected*

- What instructional priorities remain stable regardless of external demands?
- What fades when leadership attention shifts?
- Where does instructional quality feel embedded versus dependent on individuals?

Insight Capture: Your FRIL™ Snapshot

Reflection #1

Review your responses. While you do, take note of the following:

- Where did the work feel lighter and/or heavier than it should?
- What requires constant effort to sustain?
- What disappears when pressure increases?
- What feels durable rather than fragile?

These are not problems.

They are system signals, or insights, into systemic challenges that need to be addressed if we want to improve student outcomes.

Identify Your Entry Points

At the end of the reflection, identify the following three things:

1. **One coherence strength** you want to protect
2. **One coherence strain** you can no longer ignore
3. **One system-level question** that now feels unavoidable

.These serve as your entry points to working towards coherence in instructional systems that lead to improving student outcomes.

Reflection #2

Many leaders finish this Snapshot thinking:

- *“This explains why our work feels fragmented.”*
- *“We’ve been responding to symptoms, not conditions.”*
- *“We don’t actually have a shared picture of our instructional system.”*

Consider your “Ah-ha” moments as you completed your Snapshot.

What might your next steps be?

Where do you need more support beyond the capacity of your current staff?

Next Steps for Continued Reflection

If this Snapshot surfaced questions you can't unsee, that's not accidental.

Some leaders choose to:

- Use this Snapshot as a personal leadership reflection
- Share it with a small leadership team to compare perspectives
- Sit with the insights before deciding what clarity is needed next

When leaders are ready to move from individual sensemaking to system-level visibility, that work typically requires:

- Multiple perspectives
- Evidence-weighted analysis
- Structured facilitation
- Shared interpretation

This Snapshot is designed to help you determine whether deeper system clarity would be useful and why.

It is critical to understand what the FRIL™ Snapshot does not do:

- Diagnose your system
- Provide ratings or benchmarks
- Identify root causes
- Compare leaders, schools, or districts
- Produce an action plan

Those require deeper evidence, multiple perspectives, and structured analysis with the Full FRIL™ Diagnostic & Blueprint Lab and additional tools.

Only the question:

What do we need to see more clearly in order to lead more intentionally?

What Comes Next

The FRIL™ Snapshot introduces the lens.
The full FRIL™ Diagnostic makes the system visible.

Snapshot vs. FRIL™ Diagnostic

FRIL™ Snapshot (Free)	FRIL™ Diagnostic
Self-guided reflection	Structured system diagnosis
No scores	Evidence-weighted scoring
Individual insight	Inter-rater coherence analysis
No action plan	FRIL™ Blueprint for action
Introductory lens	System-level clarity

If this Snapshot helped you see your system differently, the full FRIL™ Diagnostic helps leadership teams see it clearly—together.

You can:

- Participate in a **District Pilot**
- Join a **FRIL™ Blueprint Lab**
- Purchase the **FRIL™ Diagnostic** for facilitated or internal use

Explore the FRIL™ District Pilot

Learn More About the FRIL™ Blueprint Lab

Access the FRIL™ Diagnostic