

Leadership for Lasting Impact: The PRAE Framework for Values Alignment and Educator Empowerment

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Abstract

Educational leaders, whether formally designated through organizational hierarchies or informally recognized through peer influence, have the unique opportunity to enhance the cognitive and emotional well-being of their communities by focusing on values alignment. *Professional Reciprocal Altruism in Education* (PRAE) is a grounded theory offering educational leaders a practical and compelling framework for integrating values alignment into the professional practices of the faculty they serve. This framework empowers educators across all levels and specialties to cultivate a supportive, inclusive community that values individuals holistically. By leveraging altruism—the predominant motivator for entering the teaching profession—as a shared value, PRAE fosters authentic engagement within the *Community of Practice* (CoP) among educators. Guiding faculty and related educational professionals through the process of aligning personal values, attitudes, and cultural constructs with those of the CoP enables the integration of the authentic self with the professional identity. This alignment, in turn, strengthens intrinsic motivation and supports ongoing personal and professional growth, benefiting students, communities, the teaching profession, and the educators themselves.

Keywords: values; community of practice; altruism; leadership; well-being