

2025 Program Catalog

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Emerging Leaders

Program Overview

Emerging Leaders is designed to support leaders of teams in establishing a vision of instructional excellence, establishing high performing teams, diagnosing the present state of their teams, and identifying the gaps between where they are and where they want to go -- so that the team and students can thrive. Over the course of this program, leaders of teams will work in Math and ELA to establish systems and structures for managing instruction and will invest their teams in a culture of instructional excellence. Once the systems and structures for leading and managing instruction are established, leaders of teams will focus on building their own capacity and the capacity of their teams to drive exponential growth for all students.

Competencies

- Create and implement data-informed team-wide practices, systems and structures towards improved teacher practice and student achievement/outcomes.
- Lead a high-performing data driven team towards student achievement/results
- Leverage multiple forms of data to inform observation and coaching towards improved teacher instructional practices

Breakthrough Leadership: Assistant Principals

Program Overview

This pipeline program is designed for experienced Assistant Principals who want to develop leadership skills for the Principalship. Participants will build capacity in adult and team leadership, learning how to both lead and scale best practices across multiple teams, in preparation of doing this work school-wide as a principal. Key topics include:

- Establishing high-performing teams
- Building a culture of instructional excellence
- Engaging in effective data practices
- Planning for rich feedback conversations
- Coaching towards improved practice
- Developing professional learning

Competencies

- Create and implement data-informed team-wide practices, systems and structures towards improved teacher practice and student achievement/outcomes.
- Lead high-performing data-driven teams and scale practices across multiple teams towards student achievement/results
- Leverage multiple forms of data to inform observation and coaching towards improved teacher instructional Practices
- Diagnose, action plan, implement, and monitor team and school-wide actions across learning and teaching, school culture, operations, and talent management

Using Data-Driven Instruction to Accelerate Student Learning

Program Overview

Every day in schools, we make decisions, both big and small, that impact student learning. When those decisions are rooted in data, that positive impact grows exponentially. This transformational leadership pathway builds the capacity of leaders to champion data-driven instruction and empower their teams to use data as a tool to identify patterns, explore root causes, and uncover solutions that deliver stronger student gains. Participants in this pathway learn how to:

- Develop high-performing, data-focused teams that know how to drive improvements in teacher practice
- Build a shared understanding of what high-quality instruction looks like in math and/or ELA
- Use protocols for analyzing student work and assessment data to determine if mastery was achieved
- Identify the highest-leverage areas for growth and develop short-cycle action plans to drive timely instructional shifts and monitor progress

Data-driven instruction isn't something that just happens. It necessitates a foundational culture that leaders must operationalize across teams and classrooms to accelerate—and sustain—student growth.

Competencies

- Use data protocols during collaborative planning to address instructional gaps in instruction
- Create plans of action to address data trends and instructional delivery, addressing student students
- Use action plans to monitor progress to goals

Improving Outcomes Through Observation and Coaching

Program Overview

Working in tandem, observation and coaching are two powerful tools that strengthen teacher practice and deepen student learning. Observation offers a window into day-to-day instruction, and coaching illuminates how teachers can overcome challenges, shift mindsets, and improve their practice to the benefit of all students. This transformational leadership pathway prepares leaders to be highly effective coaches. Participants learn how to:

- Forge collaborative coaching relationships, rooted in trust, that push past compliance to drive meaningful change
- Unpack what to look for in classrooms, how to prioritize coaching opportunities and why effective feedback matters
- Lead coaching conversations and gain strategies to navigate resistance and track growth over time

Examine and leverage the impact of personal leadership to advance instructional excellence. Actionable and timely observation and coaching provide teachers with the support they need to bring best practices to scale in their classrooms—and accelerate student learning.

Competencies

- Use strong, trusting relationships to support and grow teacher instructional knowledge and practice
- Create and use systems and structures to build teacher capacity in delivering high-quality instruction

How to Lead Change and Transform Schools

Program Overview

A hallmark of every high-performing school is strong school culture. From establishing a bold vision to unifying everyone in the school community to achieve it, the most effective school leaders are change agents. This transformational leadership pathway immerses principals and assistant principals in the leadership practices that enable them to lead for change and propel their schools forward. Throughout this learning experience, school leaders will:

- Identify and implement new strategies for building trusting relationships, adapting to challenges, and having difficult conversations

- Examine and replace exclusionary policies with policies that ensure all students feel valued and seen
- Learn how to shift mindsets, model distributed leadership, and hold teams accountable
- Receive direct feedback from our experienced coaches as they work to build collective efficacy within their school community

When school leaders manage change effectively, everyone in the school community feels heard, supported, and ready to remove obstacles. Replacing the status quo with innovation and adaptation is a surefire way for student learning to soar.

Competencies

- Build strong, trusting relationship and collective efficacy to reshape school culture
- Use data effectively to create systems and structures that drive continuous improvement

Instruction, Inquiry, and Action: What Really Works to Raise Achievement

Program Overview

Research confirms that a strong instructional leader at the helm of a school can add up to three months of learning for students every year—and then grow and sustain student achievement year over year. This transformational leadership pathway examines instructional leadership from every angle. School leaders will learn to:

- Analyze learning tasks, observe for rigor, and recognize standards-aligned content
- Plan for and lead coaching conversations that transform teacher practice
- Dig into data, explore root causes, implement data-informed action plans, and provide relevant PD to accelerate student learning
- Develop school wide systems for interventions and accelerations

Working in tandem with our experienced facilitators, school leaders will uncover the best ways to intentionally focus on all aspects of learning and teaching—and deepen their impact as instructional leaders.

Competencies

- Build teacher knowledge and capacity in high-quality instruction

- Create and implement data-informed team-wide practices, systems and structures towards improved teacher practice and student achievement/outcomes
- Leverage multiple forms of data to inform professional learning and resource allocations

Leading & Learning Workshops

We believe that every school can become a high-performing school and we know how to get you there. In our workshops, we uncover what works best at the classroom, school and district level to remove barriers to student success and achieve ambitious goals.

Working together, participants assess their current state, explore new concepts, and identify how best to bring those new practices to scale. After a deep dive into the skills, participants work to apply their new learning to their own context and identify next steps for implementation.

What participants can expect to experience:

- An introduction to foundational content and leadership skills
- Dual focus on content learning and application of leadership skills
- Interactive sessions with access to research-based tools and resources
- Opportunities for collaboration and real-time feedback from peers
- Time to self-reflect on personal leadership and plan next steps for leading others

Backed by an extensive evidence base of the most effective practices to improve teaching and learning outcomes, our workshops equip educators at all levels of the school system with the tools they need to advance their skills and improve their practice.

Offered both virtually and in-person, our workshops are facilitated by former school and district leaders ready to support you in your journey towards building capacity and accelerating results.

Leadership Coaching

Program Overview

Our Principal Coaching program provides personalized, confidential, high-impact coaching for leaders. Each coaching session utilizes a cycle of inquiry to drive deep thinking and build the capacity of leaders to reflect, analyze, problem-solve, and achieve personal growth goals and advance instructional excellence in their schools.

Program Competencies

- Use action plan, grounded in the Transformational Leadership Framework to develop systems and structures for leading and managing high-quality instruction
- Modify and adjust the strategy (action plan) so that staff and students receive what they need to reach their full potential
- Use and continuously reflect on personal leadership to drive, manage, and address both technical and adaptive challenges

Executive Coaching

Program Overview

District leaders play a critical role in establishing a culture of growth, satisfaction, achievement and impact across a school system. We support senior district leaders in creating the conditions that set your leaders and schools up for success. We skillfully zero in on the best practices that produce positive school outcomes based on our two decades in the field. By sharpening leadership practices, and those of your district leadership team, district leaders build coherence and a shared approach that drive impact at greater scale.

Our executive coaches, C-Suite Leaders and former school and district leaders, help you advance system-wide priorities and uncover sustainable solutions for the challenges you face. Our personalized, job-embedded executive coaching provides expert guidance, resources, and actionable feedback to support system-wide priorities and achieve ambitious goals.

School System Diagnostic Assessment

Program Overview

An evaluation of a school system's overall functioning and performance in select domain areas to gauge the effectiveness and efficiency of systems, processes, and policies. The process results in a manageable set of action-oriented and high-yield recommendations aligned with these findings, delivered approximately 2 weeks after the site visit.

Executive Team Development Series

Program Overview

The Executive Team Development series is intended to expose Superintendents and their teams to research-based frameworks, strategies and tools focused on building greater synergy, collaboration, and effectiveness as a senior leadership team. The teams will have an opportunity to experience and engage with the DiSC® and Five Behaviors of a Cohesive Team © Models to improve their understanding of their unique communication and workstyles; assess their overall effectiveness as a team and plan deliberate actions for continuous improvement.

The comprehensive Series will serve to build the capacity of teams to establish strong norms; build trust; set clear expectations, systems, and processes to improve team performance, and ultimately student outcomes across the district. Superintendents and their teams receive direct facilitation, post-session follow-up and resource tools to “keep the momentum going” and guidance from an expert lead facilitator to support full implementation and integration of the group learnings between sessions.

Our Executive Team Development Series can be implemented as a one, two, three or four-part professional development initiative, based on the needs of the team. It is intended to support the development of a District Team over time, as a multi-year engagement.