



#T.R.A.I.N.

TRAINING, REFLECTION, ANALYSIS, INQUIRY & NETWORKING

LEADERSHIP ACADEMIES

Your district can host its own
Leadership Academy
We will show you how!

An Innovative Approach

Strengthen and develop your school leadership. Build capacity to meet the complex challenges of today's school environment with leadership that is inspired and innovative. The Leadership Academy for principals, assistant principals and teachers will transform student learning and school improvement. We offer both customized district full-year academies as well as three-day instructional leadership academies as outlined below.

We create a custom Academy
experience for your district

The Leadership Academies, powered by ASAP®, are customized to the needs of each district, using elements in a blended program format with many unique features that distinguish it from typical district programs.

The Leadership Academy combines initial Educational Leadership Assessments of individual capacities, personal interviews, and a “Decision Making and Prioritization Skills Assessment,” which provides each candidate with a number of crisis scenarios during a simulated school day, and a condensed time frame in which to formulate reactions and responses. This creates a rich data set from which to build individual learning plans, team goals and activities, and components of school team involvement in the school improvement planning process.

Assessments provide direction for learning and online modules directly target areas of need. Participants engage with prescribed learning modules individually and process learning in cohort meetings. Mentors provide both individual and group feedback and support.

Over the course of the school year, Academy participants attend retreats in which they are immersed in learning away from the school site. Participants are fully removed from their usual work and learning milieu and presentations are tailored to district and school needs (e.g., building high literacy achievement in urban schools).

An online learning community connects the cohort 24/7. While cohort members initially bond through the first retreat, the online community serves to deepen the bonds. Members use the online community to post readings of interest, share documents and disseminate news. Members tap each other as resources and sounding boards for learning and onsite activities.

We create the Academy scope documentation in concert with district leadership, provide support in applying for and securing Title II funding, and provide:

- ASAP® Educational Leadership Assessments
- ASAP® Learning Modules
- Online learning community, and Program Director
- Retreat presenters
- School Improvement Plan Guidebook
- Mentor Guidebook
- ASAP® School Leadership Assessment
- Regular reporting on participation and assessments
- and much, much more...

Academy for Instructional Leadership

The Academy for Instructional Leadership, powered by ASAP®, is a two and one-half day (i.e. Friday afternoon, Saturday, Sunday) intensive retreat providing in-depth assessment, collaborative learning and ongoing follow-up for teachers and administrators who want to be leaders in improving teaching and learning.

This program is ideal for candidates seeking to receive CEU's or SCECH's to renew their teaching or administrative certification. The overall effect of instructional leaders on student learning outcomes is almost four times that of transformational leaders (Robinson, Lloyd, and Rowe, 2008). Yet many school leaders -- as high as 80% -- believe they are transformational leaders (Marks, 2013), focusing more on teachers.

According to John Hattie (2015), transformational leaders set a vision, create common goals for the school, inspire and set direction, and provide teachers a high degree of autonomy. Instructional leaders focus more on students. They are concerned with the teachers' and the school's impact on student learning and instructional issues, conducting classroom observations, ensuring professional development that enhances student learning, communicating high academic standards, and ensuring that all school environments are conducive to learning.

You can help your school leaders become instructional leaders first and foremost. The Instructional Leadership Academy provides the kind of professional development that enhances student learning, combining two modes of learning, individualized and collaborative, with three distinct outcomes:

- Individual growth by educators engaged in differentiated instruction for adult learners
- Enhanced collaboration and teamwork among group participants that continues after the event has concluded, through participation in an online learning community.
- Alignment of identified areas of individual professional development with school vision and goals, through a reflective process individual to each participant.

Together, these will support the development and enhancement of instructional leadership skills for all of the educators in your schools. Each participant receives a detailed profile of their instructional knowledge based on the ISLLC 2015 standards. From this profile, individualized learning content can be assigned. Members participate in an online community and can join in discussion forums based on content, building sharing and trust across schools and districts that extends the learning well past the completion of the Academy retreat.

The retreat begins with a welcome and orientation, and then participants get right to work. The scheduled activities begin with a series of comprehensive assessments aligned with the 2015 revisions of the standards of the Interstate School Leaders Licensure Consortium (ISLLC), as published by the Council of Chief State School Officers (CCSSO). The first bank of assessments is completed prior to a break for social time on Friday afternoon and completed during the Saturday morning session.

As the results are reviewed for each participant and an individualized learning plan is drawn up based on the proficiency criteria within the standards, all attendees participate in a scenario-based simulator which mimics a day in the life of a school principal. The focus of the simulator content is decision-making and prioritization - critical skills for an effective school leader. Each person works through the simulated experiences and challenge questions individually, and then joins in a small group review of what took place.

The result is an “ah-ha” experience for many participants and sharing of experiences and knowledge from the cross section of educators enrolled in this cohort.

Retreat Schedule

Day 1

Friday, 3:00 pm: Registration and welcome
3:30 – 6:00 pm: Orientation and initial assessment
Evening Social Time

Day 2

Saturday, 8:30 – 9:00 am: Morning welcome and coffee
9:00 – 11:00 am: Continuation of Educational Leadership Assessment
11:00 – 12:00 pm: Featured speaker
12:00 – 1:15 pm: Lunch Break
1:15 – 1:30 pm: In-Basket Simulator Orientation
1:30 – 3:00 pm: In-Basket Simulator
3:00 – 3:15 pm: Afternoon (coffee) break
3:15 – 4:15 pm: Scenario worksheets and lesson reflection
4:15 - 5:30 pm: ELA Results
Evening Social Time

Day 3

Sunday, 8:30 – 9:00 am: Morning welcome and coffee
9:00 – 11:00 am: ASAP® Visioning Exercise – “Choosing the School You Will Lead”
11:00 – 12:00 pm: Group reflection on the lesson
12:00 – 1:15 pm: Lunch Break
1:15 – 1:30 pm: Orientation on use of ASAP® learning content modules
1:30 – 4:00 pm: ASAP® Learning module “Instructional Leadership”
4:00 – 4:15 pm: Introduction to the online learning community
4:15 – 4:30 pm: Final questions and conclusion

Every participant will be enrolled in the online learning community and will log in before they leave the retreat. They will be assigned two content module exercises to complete with other members of the cohort after they leave the retreat. This will extend the learning and engage all participants in sharing examples of work from their own learning environment. Educational Leadership Assessment results will be distributed along with recommendations for follow-up study and links to learning content matched to the assessment results. A course completion certificate will be provided upon completion of the follow-up exercise results. Participants may continue to use the online learning forum for up to 6 months.

The blended learning format supports individual learning through advanced online tools that complement fact-to-face work with peers, while collaborative learning occurs in the teams that continue to work together well past the retreat conclusion, through the online community. Participants can extend the experience for up to 6 months through the community, or for a lifetime through relationships built from this exciting adult learning opportunity. The lasting impact of this approach is proven, and blended learning offers the ability to reflect on, practice and embrace new knowledge and new habits unlike any other traditional professional development approach.