

Instructional Leadership Institute

Distributed Leadership for Systems of Continuous Improvement

“ Leadership Institute has given our leaders a language, focus and structure to support the systems shift to instruction that is student-centered with rigor for all students.”

*Troy Knoderer
Chief Academic Officer,
Metropolitan School District
of Lawrence Township, Indiana*

The Challenge:

Districts Struggle to Build an Effective Leadership Pipeline

The empirical link between effective leadership and student performance highlights the challenges facing many districts – how to build, support and retain effective leadership.

Principals play the most critical role in determining a learning environment's stability, according to research by The University of Chicago. Turnover of principals and other school leaders is proven to correlate to poor academic performance.

Most in-house and vendor-provided programs do not equip leaders with leadership competencies. They focus instead on test scores and rote to-do lists, failing to address the long-term symptoms:

- 1 Lack of instructional leadership focus and common vision
- 2 Inability to support system-wide leadership shifts
- 3 High turnover rates among principals and teachers
- 4 Professional learning communities working in isolation

Without transformational leadership across the district, most initiatives to improve student achievement will fall short of achieving their goals.

Questions to Consider

- Is your district struggling to lead students toward sustainable academic change?
- How have your school leaders been trained to support system-wide leadership shifts?
- Is your leadership team isolated in their daily work?



“ Leadership is second only to classroom instruction among school-related factors that affect student learning in school.”

The School Principal as Leader: Guiding Schools to Better Teaching and Learning (2013). The Wallace Foundation

The Solution:

LSI's Instructional Leadership Institute

To build an effective leadership culture, LSI has developed Instructional Leadership Institute —forming a cohort of teacher, school, and district leaders into a Community of Practice that builds district-wide leadership competencies, improves instructional leadership practices, and improves student learning gains.

Instructional Leadership Institute Builds an Effective Culture of Leadership

Creating and retaining the leaders of tomorrow continues to challenge districts system-wide. LSI has innovated a proven framework that builds your district pipeline—and links to improved student performance to accomplish the following:

Form a *Community of Practice*:

Lead, drive, and sustain continuous improvement with a distributed leadership model that is backed by science.

Cultivate a unified vision:

Leverage the leadership framework to guide your team in developing a cohesive instructional vision.

Make actionable plans:

Discover how to support and monitor principal and teacher growth through deliberate practice, reflection, focused feedback, and coaching.

Expand leadership influence:

Plan, deliver, and monitor rigorous learning at all levels of the system.

A transformational leadership culture is formed by a shared model of instruction, using data to monitor student evidence and a collaborative growth mindset.

“We are now meeting the National Benchmarks, meeting the SAT Critical Reading mean, and sharing a common language and understanding of best practices as educators.”

*Sister Maureen McDermott
Chief Academic Officer and
Superintendent of Secondary
Schools Archdiocese of Philadelphia
Schools, Pennsylvania*

Instructional Leadership Institute Professional Development

Instructional Leadership Institute Includes a Series of Four, One-day Team Training Sessions

What is Unique About the Instructional Leadership Institute

Teams solve complex problems creating new solutions and ideas beyond the scope of any individual.

- Leaders at every level engage in professional development and continuous improvement together, learning from each other.
- Teams build capacity for change, accomplishing far more than would be possible alone.
- A community of practice is built within and across teams, developing connection and support among colleagues.
- Teams fulfill a mission together, activating emotions, retaining, and sustaining administrators and teachers.

The 4 Days of Instructional Leadership Institute PD are spread throughout the school year at your convenience and can be delivered virtually or as in-person PD.

Each session builds leadership competencies by using data and monitoring for evidence to form a collaborative and shared model of rigorous core instruction.

AUDIENCE:

District Leaders, Principals, Assistant Principals, Teacher Leaders, Teacher Coaches

CAPACITY:

50 Participants

Intended Audience

Instructional Leadership Institute is intended for any school or district working to improve student achievement through the development of highly effective leadership teams. School-based leadership teams working together regularly to implement and sustain high-quality instruction should be comprised of teachers, coaches, and administrators. Districts may also choose to send leadership teams with a variety of district-based members based on the purpose of the team.

Training Components

This visual represents the basic tenets of LSI's Instructional Leadership Institute. The intent is to provide a schema that helps participants to understand how all aspects of the training weave together within and across the four days.

Leadership

Leadership is the core of the work – developing effective leadership within teams and within organizations including increased capacity of existing leaders and leaders of the future.

Effective Teams

Based on LSI's exclusive partnership with Harvard, we use the Team Diagnostic Survey, a research validated metric of team effectiveness, with each team participating in ILI. We strive to enhance the performance of leadership teams through a focus on the conditions that must be in place for maximum team effectiveness.

Vision, Action, Influence

These are the heart of leadership

- Setting an ambitious vision and leading to that vision
- Prioritizing actions that align with and make progress to the vision
- Influencing others through leadership to work toward the vision



75

Participants from
7 Districts in Maine Trust
LSI's Research-Based
Leadership Model

Data

Through a continuous improvement cycle, data must inform all the work of leaders and leadership teams.

Outcomes

- Increase team effectiveness as evidenced by the Team Diagnostic Survey
- Support improvements in core instruction as measured by implementation metrics
- Increase leadership capacity to lead and implement change through a focus on vision, action, and influence



Building Blocks of Leadership Teams

Teams focus on creating a common foundation for each of the components of the Instructional Leadership Institute beginning with the understanding of effective teams research and developing an instructional vision. Leadership teams engage in activities to support growth, specifically in becoming more confident and competent as they own outcomes through empowering others in the school. Teams identify data collection instruments and tools and monitoring plans, including the use of a daily stand-up to drive continuous, incremental improvement.



Leading Change in Team Culture

Teams build on Day 1 knowledge and begin to tackle the changes in climate and culture that support movement toward their instructional vision. Teams take a deeper dive into utilizing data, completing action steps and building their capacity to lead the implementation of instructional improvements. Root cause analysis using current data provides direction for team 45-day goals.



Leading for Collective Efficacy of Teams

Teams will use the lens of vision, action, and influence to focus on the strong research around collective efficacy and its impact on increased student learning. Teams will address the use of data systems that include short, mid-, and long-cycle data and implement a full action board process to drive team actions and effectiveness.



Leading Teams to Systems of Continuous Improvement

Participants build on the knowledge provided in Days 1-3 and focus on building systems that will sustain the work completed during the Instructional Leadership Institute and support moving closer to realizing the desired instructional vision. Teams utilize end-of-year Team Effectiveness survey results to drive improvements to structures and process and to celebrate team growth and successes in teaming functions. Data collection plans and actions boards will be reviewed to inform needed shifts and to develop action plans for the next school year.

[MORE INFO](#)

The Impact of Transformational Leadership

Gains in student learning are best achieved when principals and instructional leaders spark a vision of shared leadership across a district. The result is an empowering Distributed Leadership Model.

“The first LSI session we had was outstanding. Working with a new model with LSI to incorporate 16 conditions of professional development along with a separate list of options for additional PD through LSI, we decided that model would be more effective for teams because they could learn about themselves. Educators are kind of known for having teams but they’ve never really learned how to look at themselves as a team to determine team effectiveness. I really think this is a wonderful opportunity. It’s all going to be worth it and they’ll learn so much and they’ll remember this for years to come.”

Mick Roy
Executive Director - Greater Sebago Education
Alliance Regional Service Center, Portland, Maine



“As a district, we are now all speaking the same language regarding rigorous instruction.”

Natalie Stewart
Principal, Metropolitan
School District of Lawrence
Township, Indiana



“This is our 5th year working with LSI because of our philosophical match that school improvement happens through leadership development and investment in leadership teams (at all levels). We were looking for a model that would help us make a shift toward more rigorous standards. The most significant change is our school-based leaders are not looking to the district for the answers because they know they have the efficacy within their teams to make great strides and great improvements in learning outcomes.”

Troy Knoderer
Chief Academic Officer, MSD Lawrence
Township, Indianapolis



“Effective leadership means more than knowing what to do – it’s knowing when, how, and why to do it.”

Marzano, R. J., Waters, T., & McNulty, B. (2005). *School Leadership That Works: From Research to Results*. Alexandria, VA: Association for Supervision and Curriculum Development.



Harness the Power of Your Data

[MORE INFO](#)

Unleash the Potential of Your Students

Turn people's collective potential into your biggest competitive advantage. Support them with accurate, evidence-based data. Your entire organization will be empowered to make data-driven decisions faster and smarter than ever.

With our seamless end-to-end analytics platform, it's easy to analyze, evaluate, and build data sources and dashboards. Publish and share content, collaborate, all with the security and governance your State requires.



Growth Tracker

Elevate Teacher Professional Development with Growth Tracker Software

A web-based PD solution that infuses team time with structure and purpose focusing on teacher and student growth. Measures PD effectiveness.

Invest in technology that encourages professional development and elevates student achievement.

Schools spend thousands of dollars on professional development, hoping to increase teacher effectiveness and raise student achievement.

[MORE INFO](#)



Trend Tracker

Collect, Analyze and Share Field Data with a Few Clicks

Powers insights across a district with enhanced analytics, scientifically accurate indicators, and an efficient and intuitive interface.

Analyze trends across classrooms and buildings to determine effectiveness of instructional shifts and detriment next step..

Trend Tracker technology is a web-based technology that lets you capture, analyze, and share classroom walk-through data in seconds.

[MORE INFO](#)



iObservation

Teacher Evaluation Made Easy

Interactive web-based data management system for classroom walkthroughs and teacher and leader evaluation. Works with any evaluation model.

iObservation eliminates the administrative burden of teacher evaluation so you can focus on what matters most: student achievement.

With digitized forms that include video "look fors," you'll get through more walkthroughs in a day and provide more specific, helpful feedback that's instantly available.

[MORE INFO](#)



**LEARNING
SCIENCES[®]**
INTERNATIONAL

“ We had small, isolated conclaves of PD that was the traditional go-out-and-get, rather than bring-back-and-share. We saw mixed results in the classroom – student achievement was low, and it was reflected in our area’s workforce. To get a better workforce, we needed better student performance. To get better student performance, we needed better instruction. Leadership Academy really delivered.”

*Joe Silko
Executive Director
Education Innovation Partners, Minnesota*

LearningSciences.com | 1-800-979-3316

175 Cornell Road, Suite 18
Blairsville, PA 15717