

**Turnaround Leadership Development Program Provider Information: 2021-22**

<b>Provider Name</b>	New Leaders
<b>Contact Person</b>	Will Nash
<b>Contact Information</b>	<a href="mailto:wnash@newleaders.org">wnash@newleaders.org</a>   (859) 229-5599
<b>Link to Program Information on Provider Website</b>	<a href="http://www.newleaders.org">www.newleaders.org</a>
<b>Provider Contact Required Before Submitting EASI Application?</b>	Claudia Alfaro

<b>Program Overview</b>	<p>New Leaders’ job-embedded approach to developing transformational leaders in persistently low-performing schools reflects the research that adults learn best when training is rooted in challenging, real-world work. We offer cohort-based learning, authentic practice, and expert coaching to equip participants with the ambitious leadership practices needed to dramatically improve low-performing schools. We have found that schools that implement practices described in our Transformational Leadership Framework (described below in table 1) have had success in transforming and/or making dramatic gains in student achievement. Our approach to turnaround leader development includes prioritizing skills that our research has found most critical to turning around persistently low-performing schools. Thus, partnership will build each leader’s ability to:</p> <ul style="list-style-type: none"> <li>● Understand and articulate a clear instructional vision and systems to improve teaching and learning across the full school community (Teaching and Learning)</li> <li>● Create a safe, positive, and efficacious school culture where adults and students work collaboratively to continuously improve the school community (Culture Leadership)</li> <li>● Build systems that improve teacher practice, collaboration, and leadership in service to rigorous teaching and high-quality student learning (Talent Management)</li> <li>● Lead the school community with clear core values and beliefs through the change process, engaging all stakeholders equally and transparently in service of meeting rigorous goals for school improvement and student learning (Personal Leadership)</li> </ul> <p>These key leadership skills will guide the learning and content in each community of practice, drive the focus of the leadership walks in schools, inform the focus of individual leadership coaching and establish the bar for each leader’s culminating presentation of their growth and readiness at the end of the program experience.</p> <p>Led by practitioners, our staff has an average of 24 years of experience in education and six years of principal experience. We also have deep roots in the communities in which we work and reflect the diversity in the schools that we</p>
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serve: close to 60% of our staff identify as people of color. Former district leaders, principals, and New Leaders alumni are among our expert facilitators. Our staff develop great leaders because we are great leaders. Finally—importantly—our partnerships provide a laser-like focus on the equity-based leadership practices that ensure all students have access to a high-quality education and are well-prepared for success in college, career, and participation in a global society.

Program Option	Principal Supervisors program	Principal Institute program	Emerging Leaders program
Participants	Principal Supervisors  Senior District Leaders	Sitting principals	Teacher Leaders  Assistant Principals
Focus	Building Principal Supervisor Capacity in Supporting Principals and Leading System-Level Change	Transformational School Leadership	Developing Adult and Cultural Leadership Skills to Guide Colleagues to Instructional Excellence
Cohort size	Up to 30 participants	Up to 30 participants	Up to 30 participants
School and District	Multiple schools within a district - or - multiple schools across multiple districts (referred to herein as “district”)		

	Program Delivery	On-site and/or virtual professional development  On-site and/or virtual coaching  On-site and/or virtual Leadership Walks	On-site and/or virtual professional development  On-site and/or virtual coaching  On-site and/or virtual Leadership Walks	On-site and/or virtual professional development  On-site and/or virtual coaching  On-site and/or virtual Leadership Walks
	Staffing level	1 New Leaders Facilitator	1 New Leaders Facilitator	1 New Leaders Facilitator
<p><i>Due to the global pandemic, New Leaders will not be providing on-site delivery until at least February 1, 2021. New Leaders is prepared to offer virtual delivery of all program components. New Leaders will confer with districts in advance as to the appropriateness of on-site or virtual delivery.</i></p>				
<b>Program Areas of Focus</b>	<b>Learning and Teaching</b>	Ensure that curriculum, instruction, and assessments are aligned to rigorous college and career readiness standards		
	<b>Talent Management</b>	Ensure the development, efficacy, and sustainability of professional learning communities and teacher teams within the school; deliver actionable feedback and coach staff members to achieve excellence		
	<b>School Culture</b>	Foster an intellectual and caring culture of deep learning, structured inquiry, and ongoing curiosity for all members of the school community including families; build this out through high expectations and shared accountability		
	<b>Planning and Operations</b>	Create and sustain successful structures which support learning and culture for all members of the school community, including families;		

		ensure that resources are always allocated in alignment with instructional priorities	
	<b>Personal Leadership</b>	Define leadership stance and style; act with integrity in accordance with values; reflect frequently on performance and continually seek and make change for improvement	
<b>Program Location</b>	The program will take place at the districts that select New Leaders as a partner; noting the caveat for virtual delivery during the pandemic context.		
<b>Program Duration</b>			
<b>Program Touch Points</b>	Monthly Communities of Practice, personal coaching and leadership walks at their schools		
<b>Participants this Program will serve</b>	<input checked="" type="checkbox"/> Teachers <input checked="" type="checkbox"/> Aspiring Leaders (Assistant Principals) <input checked="" type="checkbox"/> Current Principals <input checked="" type="checkbox"/> District Staff <input checked="" type="checkbox"/> Principal Supervisors <input type="checkbox"/> Other:		
<b>Number of Seats Available summer or fall 2021</b>	Cohorts can be of up to 30 people. No limit on the number of cohorts		
<b>Cost per Participant</b>	The cost will be determined of the number of touch points that a districts selects for their cohort as well as the number of cohorts		
<b>Application Process, Timeline, Due Dates</b>	Fall/Spring 2020/21 will serve as a relationship building process with districts with implementation target of Fall 2021		
<b>Credential Issued (if any)</b>	<input type="checkbox"/> Master's Degree <input type="checkbox"/> Certificate of Completion <input type="checkbox"/> Type D License <input type="checkbox"/> Other:		