

Turnaround Leadership Development Program Provider Information: 2021-22

Provider Name	TNTP
Contact Person	Jen Hanson
Contact Information	Jennifer.Hanson@tntp.org
Link to Program Information on Provider Website	https://www.tntp.org
Provider Contact Required Before Submitting EASI Application?	Yes

Program Overview	<p>TNTP brings extensive experience developing leaders to transform low-performing schools and districts and has a strong track record of success in the realm of leadership development and principal preparation. Since 2012, our Pathway to Leadership in Urban Schools (PLUS) program has recruited, trained, and supported leaders to have a clear, strong school and instructional vision, and to relentlessly pursue results and lead through relationships, making it possible for others to do their best work. Our approach goes narrow and deep on foundational skills, as opposed to the "inch deep, mile wide" curriculum followed by many preparation programs. This approach gives leaders ample opportunity to practice and master the most critical leadership skills - all while working under the guidance of experienced leadership coaches.</p>
Program Areas of Focus	<p>PLUS focuses on discrete, high-impact competencies that are essential for school leader success. These skills align to the Colorado Principal Standards. These competencies were selected based on what research has identified as critical for school leaders to be effective. By limiting the scope of our training to these competencies, PLUS can focus Residents' learning experiences on what matters most and ensure Residents master each of the core leadership skills prior to assuming school leadership roles.</p> <p>Program participants develop and practice leadership skills in five core areas: (1) vision and systems, (2) rigorous teaching and learning, (3) driving results, (4) authentic leadership, and (5) strategic talent management.</p> <p>TNTP will provide both an urban and rural focused cohort based on interest to meet the unique needs of geographic areas and student demographics within the state of Colorado.</p>
Program Location	<p>Multiple locations; varies based on district interest and possible to combine multiple districts into a cohort model.</p> <p>As a program tailored to local needs, we try to run our program as close to partnering LEAs and schools as possible. In our PLUS sites across the country, we have worked in school sites, district headquarters, or space provided by third-party partners. We would welcome speaking with interested partners about potential training locations.</p>
Program Duration	<p>In our full Residency model for aspiring leaders, Residents complete pre-service training (PST) coursework during the summer prior to their residency year – a training phase that lasts approximately 4 weeks. During PST, Residents are exposed to the foundational models of school turnaround. Our coursework,</p>

	<p>aligned with research-based recommendations from the field, emphasizes instructional leadership and focuses on developing turnaround leaders who can build and maintain strong instructional teams. In addition to prioritizing many aspects of culture-building, we ensure Residents begin to develop foundational knowledge and skills to incubate a new or turnaround school by receiving strategic support on navigating the education landscapes of their schools and districts.</p> <p>Upon completion of summer training, Residents participate in a residency at a high-need and/or turnaround school. Here, Residents continue to develop the skills learned during training to effectively lead a turnaround school through three learning experiences: individualized coaching and on-the-job mentorship, skill-building sessions, and excellent school visits. One of the defining characteristics of the PLUS Residency is the cohort model, and PLUS encourages all leaders to take advantage of this network of local leaders throughout their careers.</p> <p>TNTP can also customize the scope and timeline depending on the needs of the participants and their desired goals.</p>
<p><i>Program Touch Points</i></p>	<p>TNTP can customize our approach to take place fully on-site, or through a blended approach that includes some virtual coaching, based on the needs of our school and district partners. In almost all cases, this will include an intensive summer component and be grounded in building participants' ability to grow and retain strong instructional teams.</p> <p>The components of our full Residency are as follows:</p> <ul style="list-style-type: none"> ● Individualized Coaching and On-the-Job Mentorship: Using the research based PLUS standards as a roadmap, goals-based coaching is used to drive Resident development, supporting their success no matter the context. Each coaching cycle (6-8 weeks) focuses on a core set of skills from the PLUS rubric and standards, and on individualized goals grounded in needs that surface in the data and are generated alongside Residents. The cycles allow ample time for practice and immediate feedback, and zero in on a core set of skills and priorities so the coach and the resident can measure growth, problem-solve, and adjust course as necessary. In person coaching occurs at least once per month with virtual coaching 2-3 times per month during the 8-week cycle. ● Monthly Skill-Building Sessions: Residents participate in monthly training sessions that focus on advanced leadership strategies, particularly those skills relevant in a turnaround setting. For example, Residents receive instruction on how to build leadership among students by investing them in their school's turnaround efforts and goals, and how to build authentic community investment among parents, students, and community leaders. ● Externships: To enhance the Resident experience, Residents at some PLUS sites also visit exemplary turnaround schools around the country aiming to see each of these four key areas being executed well. Each

	visit is structured around a specific area of focus with professional development opportunities designed to increase each turnaround Resident's exposure to successful school-based strategies.
Participants this Program will serve	Teachers <input checked="" type="checkbox"/> Aspiring Leaders <input checked="" type="checkbox"/> Current Principals District Staff Principal Supervisors Other:
Number of Seats Available summer or fall 2021	Varies based on district need and interest; TNTP will work with a district or consortium of districts to design a cohort model size that meets the needs of the district(s).
Cost per Participant	Our total cost is shared among participant, public, and philanthropic sources. Average is roughly \$3000 per year for each participant. We would welcome speaking with interested partners about overall program costs and potential funding strategies.
Application Process, Timeline, Due Dates	Interested parties should contact TNTP and a program and scope of learning will be customized to meet the needs of the school, district and/or participants.
Credential Issued (if any)	<input checked="" type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Certificate of Completion
	<input checked="" type="checkbox"/> Other Type D License We have offered certification or certificates of completion based on the desire of the state and LEA.

