

# SREB State Leadership Academy Network Framework

## Wallace Readers Digest LEADERS Count Objectives

1. Attract and place a broader pool of able candidates into the principalship and superintendency.
2. Strengthen the abilities of principals and superintendents to improve student learning.
3. Create conditions that facilitate and support leadership for successful schools.

Conditions for Leadership Program Redesign State Leadership Academy Network	Critical Success Factors for School Leaders	Research-Based Practices for School Improvement	School Impacts on Curriculum, Instruction and Student Achievement
<ul style="list-style-type: none"> <li>• Work with SREB to design and develop curriculum modules that engage and prepare current and emerging leadership teams in applying research-based knowledge and processes to real problems that are creating barriers to comprehensive school improvement in their schools</li> <li>• Support school districts in identifying potential leaders with demonstrated leadership ability, knowledge of curriculum and instruction, and a proven record of high performance</li> <li>• Recruit instructors to serve as teachers and coaches who have knowledge about what it takes to transform low-performing schools and who can help schools apply research-based knowledge to improve school and classroom practices</li> <li>• Work with universities or state agencies to offer academy-based leadership programs that count toward professional leadership certification and/or renewal</li> <li>• Conduct school-based research to determine if the academy program is producing leaders who are improving student achievement</li> <li>• Work with networks of school-site leadership development teams in ways that allow them to learn from one another</li> <li>• Create an advisory board that meets frequently and includes state educational leaders involved in comprehensive school improvement, business leaders, and successful school and system leaders who have made significant gains in student achievement</li> <li>• Enroll teams from state-identified low-performing school sites composed of current school leaders, future leaders, teacher leaders, and at least one district office representative</li> </ul>	<p><b>Owning the Vision</b></p> <ul style="list-style-type: none"> <li>• High Expectations for All</li> <li>• A Shared Vision and Purpose</li> <li>• Strategic and Systems Thinking</li> </ul> <p><b>Using Data to Drive Change</b></p> <ul style="list-style-type: none"> <li>• Data to Determine Needs</li> <li>• Data to Monitor and Improve</li> </ul> <p><b>Organizing to Improve Student Learning</b></p> <ul style="list-style-type: none"> <li>• Knowledge of and Focus on Teaching &amp; Learning</li> <li>• Increasing Learning Time</li> <li>• Providing &amp; Participating in Focused &amp; Sustained Professional Development</li> <li>• Building &amp; Leading Teams</li> <li>• Using Technology for Learning</li> <li>• Communicating with Educational Community</li> </ul> <p><b>Maximizing Leadership Effectiveness</b></p> <ul style="list-style-type: none"> <li>• Personal Values</li> <li>• Understanding Self &amp; Others</li> <li>• Leading Problem Solving</li> <li>• Modeling &amp; Encouraging Creativity</li> <li>• Communicating Effectively</li> </ul> <p><b>Demonstrating a Passion for Student Learning</b></p> <p><b>Building a Personalized Learning Environment</b></p>	<ul style="list-style-type: none"> <li>• <b>Raising the bar-</b> elevating expectations, increasing academic rigor and eliminating low-level tracking;</li> <li>• <b>Increasing student engagement and motivation-</b> adopting authentic pedagogy and providing additional support services;</li> <li>• <b>Providing focused, sustained professional development-</b> clarifying mission and developing teachers, teachers as trainers, and mentor teachers;</li> <li>• <b>Organizational and management practices-</b> effectively managing the school site and creating schedules;</li> <li>• <b>Building linkages-</b> forming relationships with parents, employers and the community; and</li> <li>• <b>Monitoring and accelerating improvement-</b> implementing policies for assessment and accountability</li> </ul>	<ul style="list-style-type: none"> <li>• Mission and purpose</li> <li>• Expectation climate and extra help</li> <li>• Rigorous academic and career/technical content</li> <li>• Engaging students in challenging learning experiences</li> <li>• Guidance and support of students</li> <li>• Middle school to high school transition</li> <li>• Leadership for continuous improvement</li> <li>• Support for quality professional development</li> </ul>