

Leadership Development Series

Audience: Turnaround Leaders



frameworkconsulting.com



Empowering **TEACHERS**, Engaging **STUDENTS**, Changing **LEARNING**

Turnaround Transformative Leadership

Feedback Intensive Program

Leadership for under-performing schools is fundamentally different than leadership for higher-performing schools. Extensive research shows that to achieve real turnaround and academic improvement, underperforming schools need to experience significant and fundamental change in instructional practices as well as in the school's climate and culture. Turnaround leadership requires dramatic and transformative intervention in a culture of underperformance within a short amount of time.

Leaders are pivotal to the success of any organization. Great schools do not exist without great leaders. School effectiveness is closely related to the quality of leadership, and to be successful, educational leaders must embrace many roles: visionaries, strategic leaders, instructional, curriculum, and pedagogical leaders, assessment specialists, disciplinarians, relationship builders, communications and public relations authorities, budget experts, facility managers, program administrators, as well as oversee contractual, legal, and policy directives. The impact of leadership on student learning is second only to classroom instruction (Leithwood et al., 2004).



Leadership development is a career long, if not a lifelong process. Effective leadership requires knowledge of oneself through individualized and group assessments. The core of any executive leadership development program should be the use of assessments for development where a variety of assessment instruments are embedded in the programs.



Turnaround Transformative Leadership as a Community of Practice

Definitions of leadership abound and vary widely in application and emphasis. In its simplest form, leadership involves influencing others to work toward a stated end.

Leadership today continues to be more challenging and involving, and it requires preparation. New environmental challenges continue to emerge, and educational leaders must adapt to changing environments. Leadership calls for new ways of being in the world, not in oppositional isolation or confrontation, but in convivial cooperation which brings a world of new possibilities and opportunities. Educational leaders have multidisciplinary, interwoven roles.

Framework's theory of action for turning around and ultimately transforming underperforming schools and leading schools in continuous improvement is grounded in a firm belief that leaders matter to student achievement. Framework understands the challenges educational leaders face and recognizes the opportunity to help educators grow, develop, and succeed.

Framework prides itself on being very flexible and school/district/region/state-centric. We understand that each state and school district has very specific needs, so our approach is nimble and can surge up and down based on the number of participants and individual group needs.

Framework presenters are highly trained developers with profound educational leadership and management experience who have demonstrated strong presentation or facilitation skills. We enjoy working with state, regional, and district school leaders to advance and transform the learning organization.

Modules are delivered in a vibrant, trusting, individualized, leadercentered learning environment. The leadership curriculum content uses findings from Leithwood et al.'s (2017), Gurr's (2017), Robinson et al.'s (2008), Leithwood, Harris & Strauss' (2010), and Ylimaki and Jacobson's (2011) research on leadership for school turnaround.

Program Module Offerings

Turnaround Transformative Leadership as a Community of Practice

Turnaround Transformative Leadership

- Visioning for Success
- Communication Leadership
- Developing People
- Redesigning the organization

Assessment:

- Identifying and Understanding Your Basic Drives

Leading Learning Communities: Creating a High-Performance Learning Culture

- Norms and Characteristics
- Team Development Wheel
- Team Effectiveness Leadership Model
- Leading and Developing High Performing Teams

Assessment:

- Parker Team Player Survey

Culture, Leadership, Poverty and Change

- Cultural Leadership
- Power and Privilege
- Poverty - Factors of and Bridges Out
- Change Leadership

Assessment:

- Leadership Style Organizational Structural Match
- Change Preference Indicator for Educators (CPIFE)

The Ethical Leader in Action - Developing a Code of Conduct

- Trustworthiness
- Relationship Building
- Decision Making
- Code of Conduct

Assessment:

- Myers-Briggs Type Indicator Assessment (MBTI)
- Introduction to Type
- Introduction to Type and Decision Making

Leading Instruction

- Data Decision-Making Leadership
- Building Teacher Leadership
- Focused Feedback – Developing Talent

Systems Leadership

- The Nature of a System
- Five Conceptual Tools
- Mess Management
- Systems Leadership

Assessment:

- Building Quality Organizations: Paper Planes, Inc.™ (Simulation)

Diversity and Equity Leadership

- Invisible Inequities
- Hidden Messages
- Inspiring Success
- Strategies and Resources

Assessment:

- Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)

Conflict Management

- Managing Conflict
- Team Dynamics
- Critical Conversations
- Leadership and Resolution

Assessment:

- Thomas-Kilman Conflict Mode Assessment
- Type and Conflict

Leadership for District Transformation

- Transforming District Leadership
- Seven Strategies for District Transformation
- Team Based Leadership
- Revving up District Office Practices

Assessment:

- District Transformational Leadership Inventory

Building Partnerships – Internal and External

- Why Partnerships?
- Potential Barriers
- Coalition Building and Sustainment
- Strategic Planning

Communities of Practice learning occurs in social contexts that emerge and evolve when people who have common goals interact as they strive towards those goals. Our Turnaround Transformative Leadership Modules support the Community of Practice concept and is highly practical with time for planning and implementing the skills and knowledge learned to turnaround and transform the teaching and learning environment for students, teachers, and communities.



PRICING

Contact us at
info@frameworkconsulting.com.

We offer a leadership series to
suit your budget and schedule.

- Enhancement of program participants' leadership capabilities. A direct result of the training experience, thereby, impacting on improved school system leadership, building level leadership, community leadership, and student performance.
- Integration of content over time so that learning for participants is ongoing.
- Offering educational leaders the opportunity for self-understanding and personal mastery through the processes of introspection, reflection, and renewal. (The foundation on which development experiences are built centers around the concept of reflective practitioner and the importance of learning from one's experiences.)
- Ongoing communication, essential for program activities to be aligned with client needs and expectations.
- The use of assessment instruments which serves as a basis for feedback and the preparation for planning, growth, and development opportunities.
- Program content constructed around turnaround and transformative leadership principles.
- Program activities designed to enable participants to interact with one another, as well as the trainers, and, insofar as possible, build on "real life" situations.
- Presentation of program activities that reflect adult learning theory principles.
- Presenters demonstrate teaching and facilitation strategies based on adult learning theory.

Executive leadership development benefits individuals and organizations desiring to build internal leadership capacity.

The program embodies a vibrant learning environment where participants engage in a rigorous leadership development program that is relationally designed, growth opportunity rich and action-oriented.



20365 Exchange Street, Suite 200
Ashburn, VA 20147

www.frameworkconsulting.com

