

**Turnaround Leadership Development Program Provider Information: 2020-21**

<b>Provider Name</b>	Proactive Leaders
<b>Contact Person</b>	Josie Gutierrez
<b>Contact Information</b>	<a href="mailto:Josie@proactiveleaders.com">Josie@proactiveleaders.com</a> 817-538-4158
<b>Link to Program Information on Provider Website</b>	<a href="http://proactiveleaders.com/about-us/">http://proactiveleaders.com/about-us/</a>
<b>Provider Contact Required Before Submitting EASI Application?</b>	No

<b>Program Overview</b>	<p>The Turnaround Support and Accountability Program supports district and school efforts to design and implement research-based systems that impact School Leadership, Professional Learning and Coaching, Support and Accountability, and Instruction. This program blends content workshops, job-embedded training, and on-site coaching for a cadre of turnaround leaders.</p> <p>The overarching goal of the Turnaround Support and Accountability Program is to hone turnaround leaders’ competencies for driving bold leadership and managing change as they impart system strategies that influence and support school improvement. This work is optimized when there are district conditions to support the schools in this bold change. Therefore, the program begins with a District Assessment to determine the strengths and opportunities across the organization to support this work. The District Assessment is quickly followed by a School Readiness Assessment for each school participating in the cohort to help school leadership teams to determine the next highest leverage steps for action.</p> <p>The professional learning series, begins with an initial workshop to engage in the learning and application of turnaround leadership competencies that make the most impact in the initial stages for turnaround work. The professional learning integrates these competencies along with content development that is followed by on-site support visits for monitoring implementation and progress. These site visits also serve as accountability check-ins with real-time leadership coaching that will empower participants to strengthen their practice over time.</p> <p>Proactive Leaders employs experts who have a strong capacity to coach, a deep knowledge in system strategies, and practitioners with a track record of success to build leadership capacity and offer tailored support and coaching. All services are rooted in research-based frameworks that promote foundational learning to deeper levels of implementation.</p>
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**Program Areas of Focus**

The program scope is set for 1 year, with an option to deepen the work in year 2. **Year 1 emphasizes:**

***District Review Process with report:***

The overarching purpose for a district review is to assess readiness for supporting identified turnaround schools. This review process will highlight strengths and opportunities with feedback on high leverage recommendations for addressing gaps. A district review team from Proactive Leaders will use quantitative and qualitative data to determine the district's readiness in the areas of leadership, instructional infrastructure, talent management, and support and accountability. Additionally, the district review team identifies patterns and trends collected from multiple sources (e.g. interviews, classroom observations, focus groups, data review) to support assessment and recommendations. At the end of the review process, a comprehensive report detailing the findings and recommendations are submitted to the district team lead for review and consideration. Proactive Leaders will schedule a follow-up call to address and clarify questions.

***School Review Process (per school):***

Similar to the district review process, the individual campus reviews are intended to identify the readiness of each campus to engage in a turnaround initiative. The school review process includes interviewing various stakeholders including campus administration, staff, and students. If available, classrooms may be visited to observe instructional capacity to make connections to recommendations. Once the review is complete, our team analyzes the data collected to determine readiness and highlights current practice that will leverage the turnaround work. Recommendations for refining current practice and strategies are included in the deliverables and provided directly to the district and shared with each campus. The campus review will focus on 4 critical themes including climate and culture, instruction, leadership, and talent management. Details supporting findings and recommendations are included in the comprehensive report. These reviews should inform root cause analysis, the identification of priorities and the development of the school's action plan.

***Professional Learning Sessions for School Leadership Teams:***

Sessions include a half-day or full-day of Professional Learning (PL) with the option to combine a job-embedded component with all half-day PL days. Up to 4 members from each school in the cohort may attend. Some of the topics that may be considered for this tailored program include:

**School Improvement 101: Systems Thinking & Strategy Execution** - developing strategic action plans using six strategies for a turnaround effort

**Introduction to CIA: The What, How & Why of Learning (Alignment & Rigor)** - priority coaching and support for aligned and rigorous instruction

**Effective Lesson Design** - facilitating the design of aligned and effective instruction

	<p><b>Leveraging Data-Driven Instruction</b> - leading with data that impacts instruction</p> <p><b>Set Your School’s Coaching Culture – Observation and Feedback</b> - applying key actions for quality instructional feedback using proven tools</p> <p><b>Executing Effective Instructional Leadership Teams</b> - developing and leading effective Instructional Leadership Teams</p> <p><b>Leadership Competency Development</b> – there are several catalog options to support leaders in developing their turnaround leadership competencies that include topics such as change management, communication, effective execution, and influence to name a few</p> <p><b>Principal Coaching Support and Monitoring:</b> These half-day sessions consist of a rigor audit of classrooms to determine if there is a change in practice across the turnaround school during the school year (3 scheduled times). Site visits will also focus on following up on the school’s action plan with progress monitoring and coaching debrief.</p> <p><b>School Leadership Technical Support:</b> Up to (3) half-day visits that focus on developing and adjusting specific systems (i.e. data meetings, leadership team meetings, and instructional coaching) for greater impact and results. The focus should align to a visible gap and to the school’s action plan. This support is job-embedded and consists of real-time observations with follow-up coaching.</p>
<b>Program Location</b>	The Professional Learning Sessions are delivered at the district and/or campus sites as requested. All other support is delivered on-site at the school being supported.
<b>Program Duration</b>	This is a 1-year program with the option to include an additional year for sustainability and growth.
<b>Program Touch Points</b>	<p>Program touch points include the following:</p> <ul style="list-style-type: none"> <li>1.5 days for District Review process</li> <li>1.0 day per school for a School Review Process</li> <li>5.0 days of professional learning sessions for content development in target areas that includes job-embedded support</li> <li>3.0 days of progress monitoring and technical support that includes real time coaching sessions for school leaders</li> </ul>
<b>Participants this Program will serve</b>	<input type="checkbox"/> Teachers <input type="checkbox"/> Aspiring Leaders <input checked="" type="checkbox"/> Current Principals <input type="checkbox"/> District Staff <input checked="" type="checkbox"/> Principal Supervisors <input checked="" type="checkbox"/> Other: School Leadership Teams (up to 5 people, including the current principal)
<b>Number of Seats Available summer or fall 2020</b>	This program is offered and available for individual schools within a district.

<b><i>Cost per Participant</i></b>	Cost for (5) Professional Learning Sessions: (for 1-5 schools) \$30,500 Cost for District Review Process: \$9,800 Cost for School Review Process: \$6,784/school Cost for Coaching/Support-Monitoring with Technical Support: \$9,150/school for 3 site visits total
<b><i>Application Process, Timeline, Due Dates</i></b>	We work with district and/or campus level staff to develop an implementation timeline that will serve individual needs
<b><i>Credential Issued (if any)</i></b>	<input type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Certificate of Completion <input type="checkbox"/> Type D License <input type="checkbox"/> Other: