

# **A CALL TO LEADERSHIP CONTENT & PRESENTATION ARRANGEMENTS**

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A Call to Leadership is just that...the initial “call” to teacher leaders and to assistant principals and other entry-level administrators to embrace the site principalship as a unique and powerful opportunity

- ◆ to deeply impact the culture of a school,
- ◆ to lead educators toward beliefs and values that will determine their receptivity to growth and change,
- ◆ to build a true professional community,
- ◆ to improve instructional practice, and
- ◆ to advance student learning.

Too many dedicated, energetic young teachers see the principalship only as endless rounds of meetings—SSTs, IEPs, Site Council, Faculty, District, Parents; as one charged with the responsibility for student discipline; as a site-based expression of district and state mandates; and as the arbiter of countless adult disputes. With increasing teacher compensation, the jump into the principalship is often not adequately rewarded. And, hence, we have far fewer applicants than ever before.

A Call to Leadership presents the principalship in a different light, one that makes pursuing the challenge of site leadership much more appealing. This five-session course doesn’t sugar-coat reality, it just unveils more of what site leadership can be and should be.

A Call to Leadership is intended to support “grow your own” principal efforts by local districts. A Call to Leadership is not a comprehensive principal preparation program, not an ACSA-sponsored Preliminary Administrative Services Credential Program. It presents the principalship as a unique opportunity to make a deep and lasting difference in instruction and learning. Content is also designed to develop collaborative leadership skills in participants in their current roles at the school site.

# **CONTENT**

## **Session I: Inspire a Passion for Leadership Possibilities**

- ◆ sharing inspirational stories and video clips of principals who make a difference
- ◆ clarifying the roles and responsibilities, and the capacities of site leadership
- ◆ examine the Six Dimensions of Leadership

visionary/cultural leadership	learning leadership
operational leadership	collaborative leadership
instructional leadership	strategic leadership

- ◆ how the principalship has evolved over time, and, now demands collaborative/shared leadership at the school site
- ◆ examine the research on the effective, impactful principal and how collaborative/shared leadership contributes to sustained and continuous growth

## **Session II: Identifying One's Core Values & the Strengths and Weaknesses of Personal Leadership Style**

- ◆ sharing research from True North (Bill George, Harvard Business School) and John Maxwell on “authentic leadership” and leading with integrity
- ◆ N-S-E-W exercise and its implications for professional, personal, leadership growth

### **Understand the Essential Qualities of Successful Site Leadership**

- ◆ Identifying the Perfect 10 Leader
- ◆ Myths about the sources of leadership
- ◆ Leadership is Influence: how to develop influence (John Maxwell)
- ◆ Level Five Leadership: (Jim Collins)
- ◆ Growing/developing Leadership in Others

## **Session III: Defining, Growing, & Sustaining Continuous Improvement in a Professional Learning Community**

- ◆ Essential Elements of PLC (comparing/contrasting models of Hord, DuFour, Garmston/Wellman, MCREL, NAESP)
- ◆ The “Mechanics of PLC”: Leadership Roles
  - Power standards
  - Performance standards
  - Common assessments
  - Benchmarks
  - Common grading
  - Time and systems devoted to examination of learning data
- ◆ The “People Part of PLC”: Leadership Roles
  - **Commitment** to results for all students
  - **Belief** that all teachers and all students can be successful
  - **Culture** of collaboration
  - **Focus** on collective inquiry and continuous improvement
  - **Shared** leadership

## **Session IV: Moving a School from the Traditional to Working as a Professional Learning Community**

- ◆ Pathway to Success is working productively and positively in small and large groups
  - Seven Norms of Collaboration (Garmston & Wellman)
  - Building Facilitation Skills (Garmston & Wellman and NSDC)
  - Dialogue & Discussion (Garmston & Wellman)
  - Accepting, respecting, valuing diversity in experience, orientation, styles, life circumstance, culture
  - Importance of investing in the growth and development of people as a means to collective capacity

## **Session V: Change & Growth Define our Work**

- ◆ What is change...and why is it so difficult?
- ◆ Technical & Adaptive Change (Linsky & Heifetz)/First & Second Order Change (Marzano/McNultie/Waters)
- ◆ Change is a Process, not an event
  - Fullan
  - CBAM (Concerns Based Adoption Model)
- ◆ Ten Commandments of Leading Change

## **Goals Integrated Throughout All Sessions**

- ◆ **Networking with Professional Colleagues**
  - Engage with others at the same point in their professional development who face similar challenges, and establish relationships and contacts that will continue long after A Call to Leadership
- ◆ **Generate Personal/Professional Next Steps**
  - At the conclusion of each session, participants will be given a private opportunity to make a “Commitment to Self” to focus on implementation of ONE aspect of the training in their current capacity.
  - Sessions 2-5 will also open with facilitated discussions of successes and challenges in fulfilling those “Commitments” since the previous meeting

# **BRING “A CALL TO LEADERSHIP” TO YOU**

“A Call to Leadership” is a presentation series intended to meet regional/local needs. Thus, the program has no set locations or calendared presentations. We come to YOU to make the “Call” to your own.

## **Location Options**

This five session series can be presented

- ◆ within a district
- ◆ regionally, by a consortia of districts

- ◆ by a county office of education
- ◆ even at one of the ACSA professional development facilities (Sacramento, Burlingame, Ontario), if convenient to interested districts in the area

### **Participants**

Participants would be selected by and sponsored by the district superintendent, as site teacher leaders, entry level administrators, or even brand new first year principals in whom the district wanted to invest in an effort to

- ◆ develop their collaborative site leadership skills
- ◆ encourage them to embrace the unique opportunities presented by the principalship

### **Costs**

- ◆ \$825 per participant

### **“A Call to Leadership” Includes:**

- ◆ 5 full-day sessions spread, ideally, over a half-year
- ◆ Continental breakfast & lunch included in reg. costs
- ◆ Binder, dividers for each session, materials for each session
- ◆ Three publications for each participant to keep:
  - True North, Bill George
  - Leading Learning Communities, NAESP
  - “Balanced Leadership”, MCREL

### **To Bring “A Call to Leadership” to your Site Leaders---anywhere in California:**

Contact Michael Bossi

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