Leadership for Rigorous Learning

Professional Learning and Leadership Coaching to Make Rigorous Learning a Reality in Every Classroom
“Highly effective principals raise the achievement of a typical student by between two and seven months of learning in a single school year; ineffective principals lower [it] by the same amount.”

Analysis of data from UTD Texas Schools Project
School Leaders Matter, Education Next, 2013
We know it’s true. Research confirms what we instinctively know—that improvements in student learning do not happen without excellent teachers and leaders. In fact, principals are focused on student learning more than ever, and play a crucial role in improving student outcomes.

But let’s be honest. The role of principal has never been harder. Today’s leaders are stretched beyond capacity, contending with the demands of a rapidly changing education landscape and mounting mandates, all of which can strain the focus on instruction and learning.

In order to put student learning first, we have to equip school leaders to empower teachers in providing rigorous learning opportunities for ALL students.

Let’s get on the same page. Let’s collaborate to define, align, and apply rigorous, relevant, and engaging instructional practices in order to support teachers in their work and to optimize the learning opportunities of our students. It’s time to arm every school leader with what they need to make this a reality.

That’s where we come in. Our comprehensive system for leadership development transforms every current and aspiring principal into an effective instructional leader, capable of unlocking the instructional power of every teacher and, in turn, the learning potential of every student. We can show you what rigorous learning looks like and support you in making it a reality with every student in every classroom.

LET’S GET STARTED TODAY.
Our Vision: A Legacy of Student Learning

Why? The world that today’s students will enter upon graduation is more competitive and more complex than ever before. The key to determining whether our students soar or stumble is how we prepare them. That’s why we need to close the gap between what students need and what our schools are providing.

What? We believe that ALL students need rigorous learning opportunities. Rigorous learning is what we have called Quadrant D for 25 years—it is defined by the application of complex thinking in unpredictable situations.

When we introduced the Rigor/Relevance Framework a quarter century ago, achieving Quadrant D instruction and learning was aspirational. But today rigorous, Quadrant D learning has become essential for students to thrive in tomorrow’s careers.

FOCUS ON STUDENT LEARNING: THE 80 / 20 RULE

In our instructional leadership development work, 80 percent of a classroom visit is spent on observing student learning and 20 percent is spent on the teacher.
We have not found a single case of a school improving its student achievement record in the absence of talented leadership.

*Learning from Leadership: Investigating the Links to Improved Student Learning, The Wallace Foundation, 2010*
Our Leadership Approach: A Collaborative Partnership

Our three-year implementation plan is designed to create systemwide, sustainable change around rigorous learning. Ask us about our flexible implementation options—we want to establish a plan that works best for you.

**Build the Foundation**

- Leadership modules and coaching focused on creating a culture, establishing a shared vision, and using data to drive decision making.

**Year 1**

**Year 2**
Our Leadership for Rigorous Learning solution involves two paths of professional development—one to lay the foundation, and another to sustain the work.

Let’s explore how each of these equips leaders with a deep understanding of rigorous learning and a process for driving excellent instruction.

**Sharpen the Skills**

- Leadership modules and coaching focused on providing effective feedback, building capacity, and using data reports, all guided by the Collaborative Instructional Review Process

**Sustain the Impact and Monitor Progress**

- Ongoing coaching to ensure continued progress and consistent practices
- Evaluation of leadership development work
We first lay the groundwork to build the capacity of leaders, focusing on a deep understanding of rigorous learning, growing awareness of the need for systemwide change, and using data to generate solutions to areas of concern.

Our Foundations in Rigorous Learning curriculum provides the bedrock on which later work is built.
INTENSIVE LEADERSHIP MODULES

- Creating a Culture of High Academic Expectations
- Leading Change for Rigorous Learning
- Using Systemwide Data to Support Decision Making

PERSONALIZED MONTHLY COACHING

- Focused on growing awareness, establishing a culture, and building a team

Foundational coaching supports leaders around:

- Building a culture of high expectations with a focus on rigorous learning
- Applying strategies to create, develop, and empower a leadership team
- Developing communications strategies for engaging all stakeholders
- Planning effective professional learning opportunities focused on instruction
- Engaging in effective conversations with resistors
Years 2 & 3: Sustaining Rigorous Learning

Next, we build on this collaborative foundational work and dive deeper into the steps that will make rigorous learning an embedded and sustainable part of the classroom and culture.

The *Sustaining Rigorous Learning* curriculum is designed to sharpen instructional leadership skills and institute a process for measuring progress around rigorous learning.
INTENSIVE LEADERSHIP MODULES

- Creating a Systemwide Approach to Teacher Support
- Collaborating for Instructional Effectiveness
- Communicating to Increase Student Learning
- Establishing a Clear Focus and Taking Action on Data

PERSONALIZED MONTHLY COACHING

Guided by the Collaborative Instructional Review Process

- Establishing and communicating clear expectations around student learning, instructional excellence, and effective practice.
- Defining a common voice and shared vocabulary for rigorous, relevant, and engaging instruction.
- Supporting every teacher in continuously improving instruction through targeted feedback, reflective practice, and ongoing application.
- Creating a collaborative relationship in which teachers feel supported rather than evaluated.
- Embracing a formative process through which teachers receive ongoing feedback throughout the year.

The Collaborative Instructional Review Process equips leaders to provide impactful coaching to teachers by:
Our Process for Building Instructional Excellence

Designed to facilitate an ongoing professional dialogue between leaders and teachers, the Collaborative Instructional Review Process makes every leader an instructional leader. We work with you to make the process an integral part of your school.

Our process is supported by a unique online tool for facilitating communication, planning and goal setting, and data collection.
Data Drives What We Do

From the initial Pre-visit through the Apply phase of the Collaborative Instructional Review Process, leaders and teachers move step-by-step to define, align, and apply the best practices around rigorous learning, all guided by a unique and user-friendly online tool.

A SYSTEM DESIGNED FOR BEST RESULTS—
The online tool keeps everything organized, guiding users through each phase of the process.

GROUNDED IN RIGOR, RELEVANCE, AND RELATIONSHIPS—We build understanding of rigorous and relevant instructional strategies and show leaders how to identify them in every classroom.

GUIDED BY COMMON EXPECTATIONS—
The rigor, relevance, and engagement rubrics clearly state what to look for from both students and teachers and make it easy to identify the level to which each is attained in every visit.

GROWTH, DRIVEN BY DATA—After every observation, a comprehensive visit report is generated, which not only shows the input from today’s visits but also the history to view teacher progress.
Our Learning Paths for Effective Leadership

We believe that being a leader is not just a position, it’s a disposition: of taking action, of sharing decision making with others, and of fostering trust and communication. That’s why we work with current and aspiring leaders—of all degrees of experience and points in career—to help build and empower strong leadership teams for driving meaningful and sustainable change in their schools.

Our comprehensive curriculum meets leaders at every level to develop their skills around effective leadership, instructional excellence, and rigorous learning.

One Size Doesn’t Fit All

We know that every school has its own DNA—the students, staff, and culture that make one school different from the next. That’s why we work to understand the unique characteristics, practices, and challenges of each district and school that we partner with, to tailor our solutions for optimal results.
## LEADERSHIP FOR RIGOROUS LEARNING

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<th>Foundations in Rigorous Learning</th>
<th>Aspiring leaders</th>
<th>New leaders, or those new to rigorous learning</th>
<th>Leaders with existing foundation in rigorous learning</th>
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* optional coaching
Build leadership capacity to provide rigorous learning opportunities.

ALSO AVAILABLE:
Our specialized leadership development offerings address specific areas for cultivating leadership and instructional excellence.

PRINCIPLES FOR PRINCIPALS
The skills principals need today are learned in the hallways, classrooms, and conference rooms of our schools. This practical support system offers strategies for leadership teams to drive meaningful change by achieving a singular focus, overcoming objections, and taking ownership for student achievement.

DIGITAL LEADERSHIP
It’s not just about buying devices—it’s about transforming culture and instruction. This practice area helps districts and schools embrace digital tools to make learning relevant, increase student achievement, and create sustainable change.

Visit leadered.com or call 518.399.2776, option 3