



## **EMERGING LEADERS PROGRAM**

Emerging Leaders **cultivates the leadership skills** of talented teachers, coaches, and assistant principals in partner districts, putting participants on a **path to the principalship** while **building leadership capacity across the entire system.**

# The program takes talented educators and prepares them with the key skills they need to be effective leaders.

**>90%**

of participants AND supervisors agree ELP **improved their skills** in using data to understand student achievement, leading teachers to advance student learning, and providing constructive feedback to colleagues.

**95%**

of ELP supervisors agree that the program **focuses on crucial areas** for leadership development.



The program focuses on building skills in four critical areas:

## **PERSONAL LEADERSHIP**

Modeling an unwavering belief that all students can achieve

## **ADULT LEADERSHIP**

Managing effective team meetings

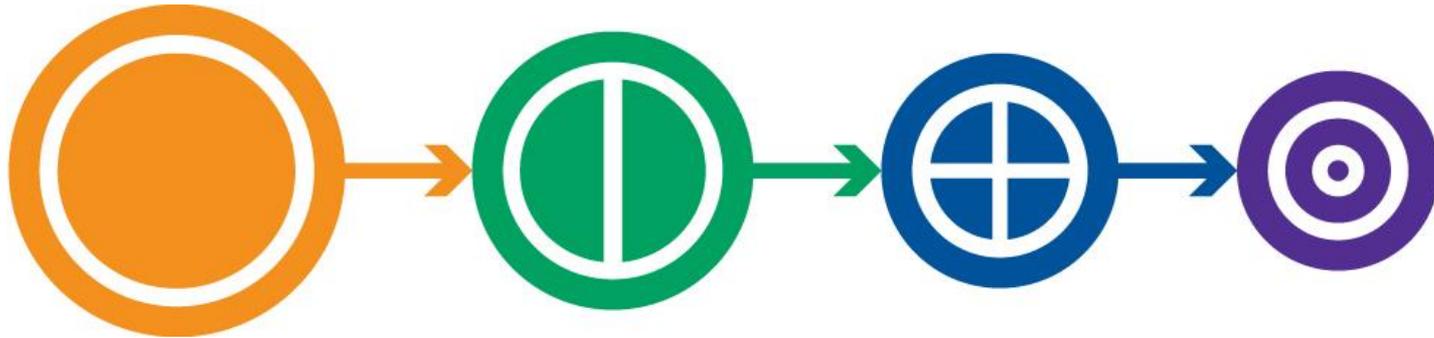
## **INSTRUCTIONAL LEADERSHIP**

Using data-driven instruction to coach teachers toward setting and achieving the right goals

## **CULTURAL LEADERSHIP**

Building teacher and student belief to reach ambitious goals

**Fifteen years of experience makes us uniquely expert in screening for candidates with the skills and disposition to become transformative instructional leaders.**



### **RECOMMENDATION**

- Recommendation & assessment via online application form
- Basic eligibility screen

### **SELECTION**

- Belief assessment
- Student results assessment
- Instructional assessment
- Case study

### **INTERVIEWS**

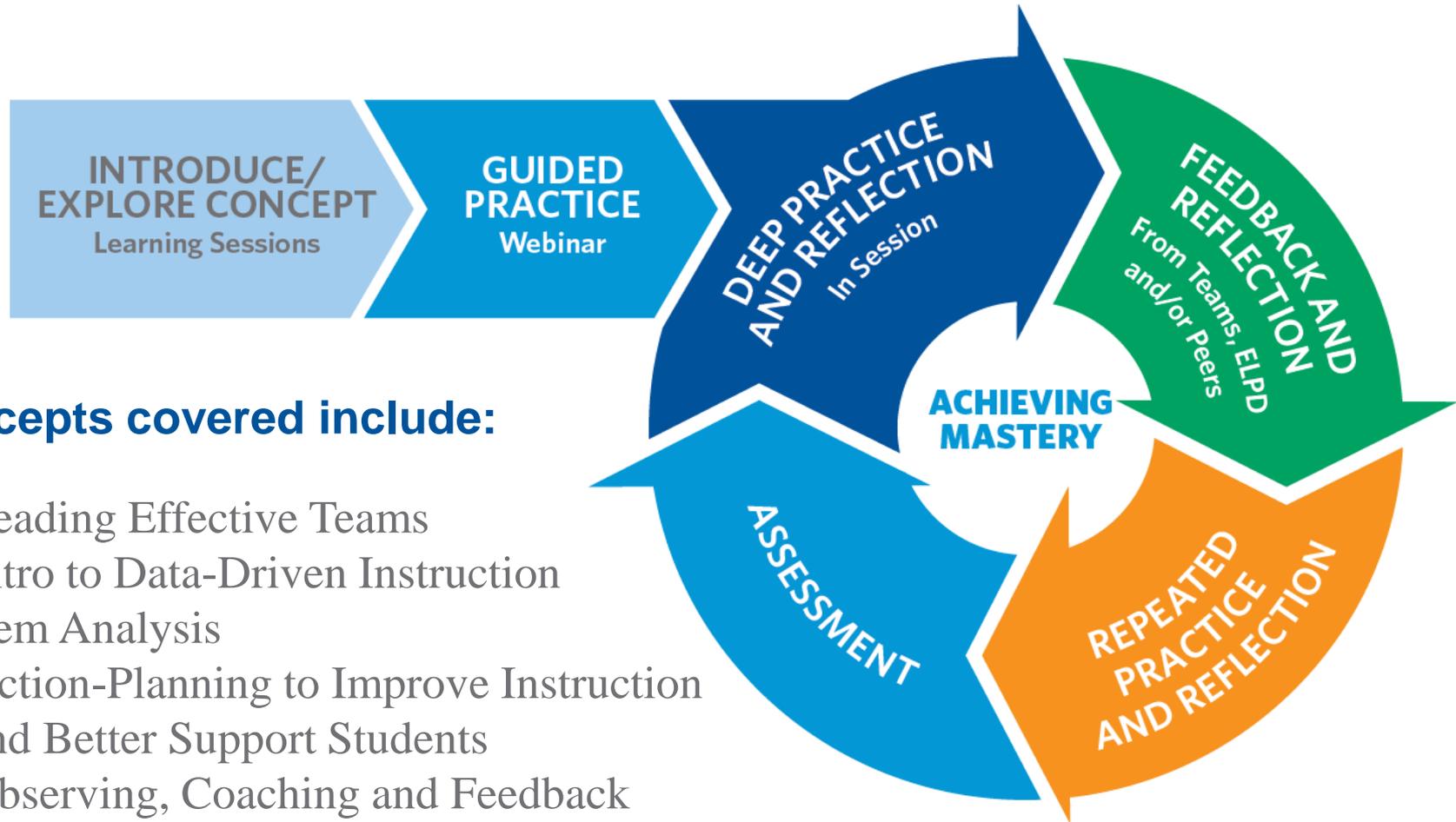
- Selected participants invited
- Case study reflection
- Personal leadership assessment

### **DECISION**

- Program agreement
- Principal commitment form

**Emerging Leaders benefit from intensive, real-world practice and meaningful feedback as they build skills.**

## THE NEW LEADERS LEARNING CYCLE



### Concepts covered include:

- Leading Effective Teams
- Intro to Data-Driven Instruction
- Item Analysis
- Action-Planning to Improve Instruction and Better Support Students
- Observing, Coaching and Feedback

# The Emerging Leaders Program takes talented educators and prepares them with the key skills they need to be effective.



## JOB EMBEDDED PRACTICE

Job-embedded professional development for **teachers and assistant principals** who have the potential to take on greater leadership roles in the future.



## ALIGNED CONTENT

All content builds skills in **core leadership domains** proven to **drive learning gains**.



## TRAINED COACHES

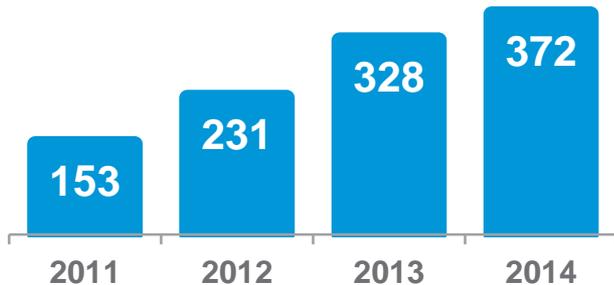
**Expert coaches** provide **ongoing guidance** and meaningful feedback to improve participants' practice.



## ONGOING ASSESSMENTS

Participants get **feedback** throughout the year on their **four assignments and through three learning meetings** with their Emerging Leaders Director. The feedback allows participants to reflect on their practice, target growth toward achieving goals and build capacity to lead adults in their schools.

# With Emerging Leaders, we designed and launched a program that achieved student impact and growth.



In the past four years, we grew ELP in every current site and **expanded our work to four new districts**, experiencing a compound annual growth rate of **36 percent**.

## MEMPHIS

100% led gains through their teacher teams, with **55%** leading double-digit gains.

## NEW ORLEANS

All 5 led substantial learning gains, with 4 leading double-digit gains.

## NEW YORK CITY

82% bolstered proficiency in at least one grade/subject, with **1/3** producing double-digit gains.

## WASHINGTON, DC

73% bolstered proficiency in at least one grade/subject, with **25%** leading double-digit gains