



Highly Effective School Leaders Program Module Descriptions

Kickoff Meeting

Participants will discuss the various challenges they are currently experiencing. Then, the Highly Effective School Leaders Program will be discussed, what it entails, benefits, and expectations of participants throughout the program. Shared goals will also be developed to help guide participants throughout the process. Participants will leave excited and ready to embark on the best professional development opportunity they will ever go through!

1. Leading with a Vision

Participants will explore how various processes should look if they are operating at high levels and how school leaders can achieve superior results by knowing what their vision is and consistently articulating it to staff and teachers. Leading with a vision enhances consistency and provides individuals throughout the school with enhanced guidance and purpose.

2. Achieving High Expectations and Performance Through Effective Feedback

Identifying expectations allows for a framework of how things should be approached. However, effective feedback drives consistently high levels of teacher and school performance. This module will review how school leaders set expectations as well as assess their conflict styles, which directly relate to their ability to engage staff and teachers.

3. Optimizing Your Leadership Credibility

To effectively lead others, it is vital school leaders possess the specific competencies and skills necessary to instill confidence in staff and teachers. Participants are challenged to examine their approach to presenting with professionalism and their leadership credibility through how they carry themselves.

4. Using Self-Reflection to Personalize Your Approach

Highly effective school leaders build teacher commitment through an approach where they learn about the little things that drive teachers while encouraging them to proactively be engaged and part of the process. Participants will also learn how, through the self-reflection process, they contribute to school and teacher performance.

5. Maintaining Your Passion Through Ongoing Professional Growth

Burnout is a significant challenge for teachers, but also for school leaders. For school leaders to be in the best position to make a difference for students and teachers, they must continually seek opportunities for improvement while developing and using a self-care plan to manage their stress levels.



6. Developing and Supporting Exceptional Educators

This module will challenge participants to assess their approach to the interview, orientation, and overall support provided to teachers. The initial interaction with a teacher provides a critical window to building their commitment; to leadership, colleagues, students, and the school itself. Additionally, ongoing support is vital to maintaining high levels of teacher commitment, engagement, performance, and retention.

7. Creating a Positive Culture to Drive Teacher Commitment

There are a variety of ways school leaders can build and sustain high levels of teacher commitment through giving them purpose, catch them doing well, etc. This module will outline what an empowering and positive school culture looks like and how it can be created and maintained.

8. Meaningful Teacher Appreciation and Colleague Support

This module moves the discussion of teacher appreciation well beyond the typical parameters regularly employed through outlining a comprehensive strategy school leaders can utilize. A key driver of teacher commitment is support, which also should consistently come from colleagues throughout the school, but leaders need to create and reinforce this expectation through their vision.

9. Psychologically Healthy Environments to Support Teacher Wellness

Many teachers struggle with significant amounts of work-related stress. Highly effective school leaders create a sustainable culture that not only proactively addresses stressors for teachers but does so in a way that also maximizes their psychological safety. Psychological safety is a key driver for high performance school cultures where teachers and students thrive.

10. Dynamic and Sustainable School and Team Cohesion

This powerful module focuses on how school leaders build and sustain teacher optimism, resilience, belonging, connection, and purpose to fuel high levels of teacher commitment, engagement and retention. School leaders first need to articulate their vision then lay out a process where everyone contributes to a shared and mutually beneficial outcome.

11. Optimal School Performance

Participants will critically assess opportunities throughout the school year to reinforce staff and teacher commitment, engagement, performance, and retention through rich and robust systems staff and teachers can participate in and contribute to. This is an action planning process where participants will outline activities they can implement.

12. Your Action Plan and Moving Forward

Highly effective school leaders should be encouraged to develop and grow new skills, so they remain relevant in a world with continually shifting teacher, student and organizational needs. This module helps participants examine opportunities for growth and outline specific plans for them to maximize their short and long-term leadership performance.