



# Iowa Leadership Academy

## June 2019 to June 2020

### Register today by contacting your local AEA administrator!

The **Iowa Leadership Academy** will give school leadership teams in-depth strategies and guidance from McREL's research- and evidence-based **Balanced Leadership**<sup>®</sup>, **What Matters Most**<sup>®</sup>, and **Curiosity Works**<sup>™</sup> knowledge sets.

Together, these sessions will be a powerful tool for systemic improvement, helping you build on your school's existing assets and bright spots, and leveraging your staff's professional curiosity to explore new practices for collaboration and innovation.

# What *really* makes a principal and school leadership team successful?

McREL's groundbreaking Balanced Leadership® research and analysis identified a set of 21 specific behaviors and actions that great principals and school leaders enact to enhance student achievement. *Every* school leader and team can learn these behaviors and actions, and put them into practice.

The Balanced Leadership professional learning program goes beyond simply explaining what to do and how to do it. Balanced Leadership helps leaders understand *why* these 21 actions and responsibilities are essential and *when* to use them for maximum effect.

More than 20,000 school leaders across the U.S. and around the world have used Balanced Leadership to better manage their improvement initiatives and build school cultures that promote staff and student success.

*“Balanced Leadership has been a tremendous learning opportunity for the building and district leaders we serve.”*

—Iowa AEA administrator

*“Our test scores show that McREL's research-based practices lead to improvement.”*

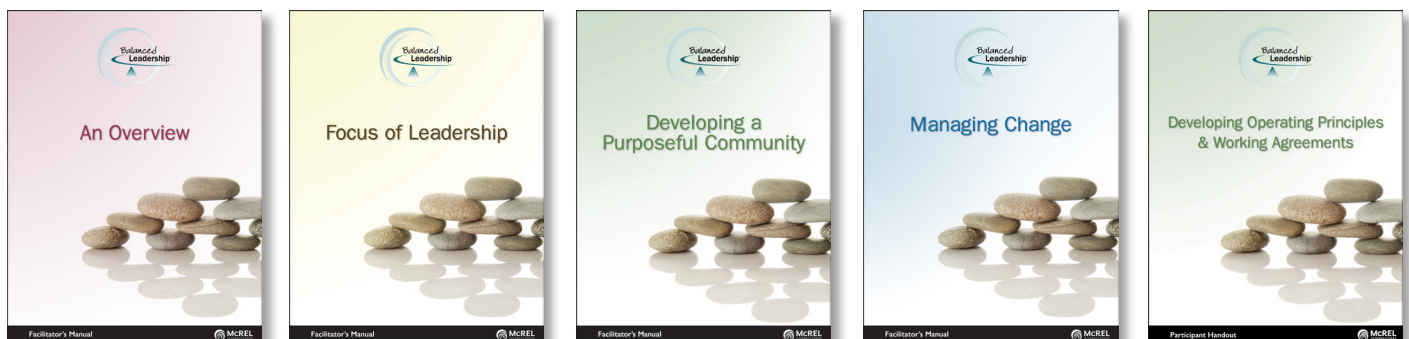
Wyoming superintendent

*“I highly recommend Balanced Leadership to any district willing to challenge the status quo and carry out the difficult work of reimagining schools.”*

—Minnesota superintendent

## Get practical tools and strategies for your school!

In every session, you and your team will receive a Balanced Leadership manual that includes a wealth of resources you can use immediately in your schools.



# Iowa Leadership Academy

## Session Overview

**Session 1** | Half-day session in late June 2019

### Balancing leadership for better school performance

In this initial session, your team will gain in-depth understanding of McREL's research-based findings that link specific school leadership practices with higher student achievement. You'll also learn what it means to balance the leadership roles of 1) articulating a vision, 2) building cohesive teams, 3) objectively analyzing performance, and 4) clarifying expectations and driving performance.

- Get new insights into how school leaders can positively impact student achievement and school performance.
- Reflect on your own strengths as a leader and identify opportunities for professional growth.
- Prepare to engage your school staff in a structured process for identifying shared moral purpose—a first step to creating “hopeful urgency” for school improvement and innovation.

**Session 2** | 1.5-day session in late June 2019

### Focusing on the right work

At times, even strong school leaders can have a *negative* effect on student achievement if they don't focus their schools on the right high-leverage improvement efforts or change staff's professional practices in meaningful ways. During this session, you'll explore the What Matters Most pathways, assess where your own school is on the pathways, and identify key next steps for improvement. You'll also learn how to design inquiry-based PD experiences for teachers that really change professional practice.

- Using research on effective schools, identify what matters most right now for your own school to improve student outcomes.
- Learn how to fulfill research-based leadership responsibilities that sustain school focus on doing the right work.
- Develop plans for effective professional learning that ensures your teachers transfer new learning into actual changes in their professional practice.

**Session 3** | 2-day session in early August 2019

### Inspiring and leading change

Any change worth making will require your staff to alter behaviors, routines, and habits—which often leads people to resist the change. Even the best school improvement plans can go awry if leaders don't know how to inspire people to change, which leadership behaviors to emphasize to overcome resistance to change, and how to monitor and sustain the new practices. This session will help your team achieve better results by anticipating and managing obstacles to change.

- Learn the vital differences between first- and second-order perceptions to change.
- Understand and practice using specific leadership responsibilities related to these different types of change.
- Gain new insights into the four phases of change.
- Develop action plans for monitoring implementation of change initiatives and proactively overcoming resistance to change.

**Session 4** | 1-day session in October 2019  
and 1-day session in June 2020

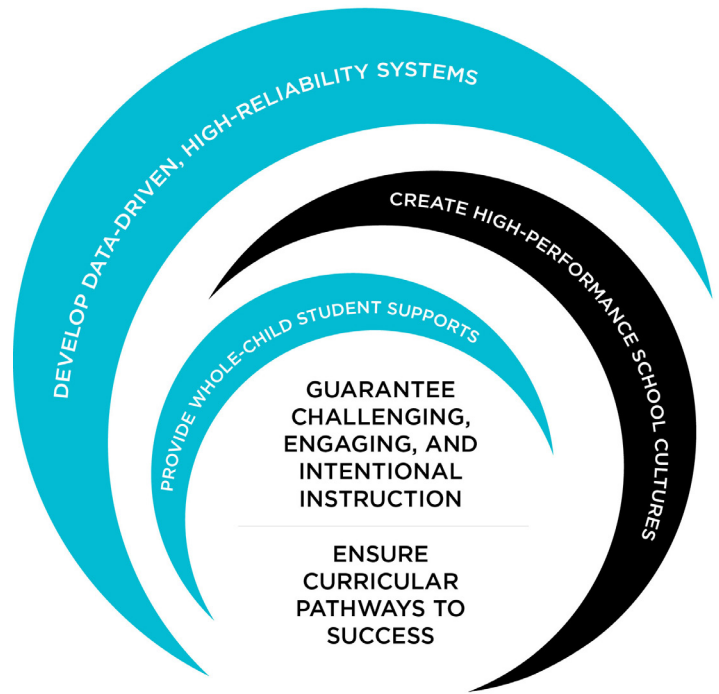
### Developing a purposeful community

Researchers have found a strong link between the level of collegiality and professionalism in a school, and student success. When school communities coalesce around shared purposes, they are more likely to sustain change and momentum. In this highly interactive session, you'll engage in hands-on activities that promote a deep understanding of the importance of creating a purposeful community.

- Explore the four key elements of a “purposeful school community” and how they increase student achievement.
- Learn how to build a purposeful community and create a higher level of collective efficacy in your school.
- Develop plans for creating a positive, continuous-improvement school culture, using the power of asset-based thinking and quick wins.

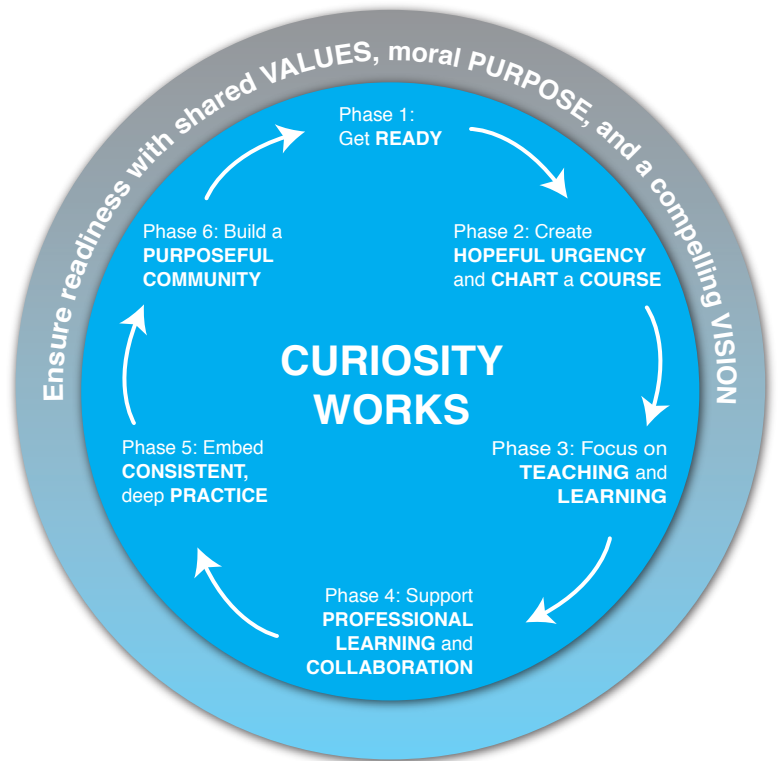
## Find out what matters most for your school's success

The Academy will help your team understand the rigorous research on effective schools, as represented by McREL's What Matters Most® framework. Using pathways to improvement and innovation, and data review processes that focus on bright spots and areas for growth, your team can analyze your school's trajectory of improvement to target your school improvement plans on efforts that are most likely to result in performance gains. Your team will also practice applying the leadership responsibilities appropriate to their school's stage of improvement.



## Engage in “inside-out” improvement and innovation

During the Academy, we'll show your leadership team how to engage your teachers in inquiry-based learning and rapid-cycle improvement that will unleash their intrinsic motivation and professional curiosity, encouraging them to build on best practices and develop *next* practices that create better learning experiences for their students. You'll learn how to employ Balanced Leadership responsibilities to create hopeful urgency; chart a course for improvement; focus improvement on teaching and learning; design effective professional learning; embed deep, consistent practice, and create a purposeful community.



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