



Building Leadership Capacity



Introducing a process to ensure that each site leader has the knowledge and support to successfully lead instructional excellence in every classroom!

How do I get results with limited resources?

How can I focus on new initiatives when the daily details of my job are so demanding?

How can I move my staff forward to work collectively and collaboratively?



A PRINCIPAL'S LEADERSHIP IS KEY TO A SUCCESSFUL SCHOOL

A principal plays many roles—administrator, educator, negotiator, politician, spirit booster, problem solver and disciplinarian, to name a few—and the demands of the job often leave a principal overwhelmed, frustrated, and isolated. Nevertheless, a principal must always operate as an *effective leader*.

Building Leadership Capacity is a personnel development process designed specifically for principals to help bridge gaps that might exist between district goals and the ability to successfully embed and sustain school site practices for best student outcomes. **Building Leadership Capacity** opens the door to effective leadership and helps principals improve their ability to:

- 🔑 Foster TRUST among all stakeholders—district staff, parents and community, students, and school staff
- 🔑 Secure COMMITMENT to work as an effective team
- 🔑 Increase ACCOUNTABILITY through collaboration
- 🔑 Build a focus on achieving RESULTS
- 🔑 Encourage ENGAGEMENT without conflict

Leadership Training

Custom Designed for Your Needs



The **Building Leadership Capacity** approach is flexible and tailored to the needs of your district and each site. Our unique and tested approach builds continuous improvement among your principals.

To build leadership capacity, we:

- * Assess each person's individual needs
- * Develop an action plan for each principal and each site
- * Support each principal in collaboration with key stakeholders to move initiatives
- * Mentor the site on a continuous basis to move key initiatives

BUILDING LEADERSHIP CAPACITY WILL HELP YOUR DISTRICT ADDRESS NUMEROUS CHALLENGES, INCLUDING:

- * Leadership development
- * Professional learning communities
- * Small learning communities
- * Strategic planning
- * Teaching diverse learners
- * Response to Intervention
- * Inclusion
- * Program improvement and district assistance and intervention team
- * Disproportionality
- * Budget and local education agency plan
- * Master scheduling
- * Effective use of formative and summative data

WestEd Center for Prevention & Early Intervention (CPEI) customizes our process to fit within various budgets. Our daily rate includes consulting services, travel and materials. A modified contract for districts with budget constraints might include 1 to 2 days for a needs assessment and/or site planning process, 3 to 4 days of individual support and 3 to 4 days of technical assistance.

Clients Talk About

Building Leadership Capacity



Over the last three years that our school has worked with WestEd coaches, we have become a model middle school by providing a universal rigorous standards-based program for all students. Without the leadership, training, coaching, and triangulation of our WestEd consultants, the measurable student achievement increase we have experienced would not be possible.

— Erik Burmeister, Principal, Union Middle School, San Jose, California

I want to express my thanks for your work on our behalf, for your mentoring and support as I've tried to figure out how to move our faculty and community forward. Although there's still work to be done, we made good progress under your tutelage. So thank you. You gave us the "kickstart" we needed and gave me much language and thought about education that I hope to carry forward.

— John Lents, Elementary Principal, Palo Alto Unified School District

CONTACT INFORMATION

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For more information, visit www.WestEd.org

Building Leadership Capacity is a program of Achievement for All,
WestEd Center for Prevention & Early Intervention