



## Learning Leader Network (LLN) Menu of Service

What would it look like, sound like, feel like if every day, in every classroom, the unlimited potential of every child were unleashed? This question—and the unwavering belief that this vision is possible—is why The Center for Leadership and Educational Equity exists. At CLEE, we work with educators to move educational equity from a vision to a reality in their Schools. View our [Equity statement](#) to see what CLEE means by “Equity”.

**Customization Promise:** At CLEE we believe that customizable and personalized support isn’t “extra”, it’s at the heart of what we do. We believe equity starts with giving individuals what they need to grow and transform. Our services reflect that belief. Our partners can trust that all of our programming designs will be customized to reflect and serve the unique needs of their teams and, most importantly, their students.



Questions? Please contact LLN Director, Barbara Mullen [barbaramullen@clee-ri.org](mailto:barbaramullen@clee-ri.org)



# Diagnostic Services to Set Direction



## Learning Community Survey

Research-based survey that measures presence of six core leadership practices across all educators in a school.

## Strategic Planning

A series of sessions that uses diverse perspectives of stakeholders to collaboratively author a comprehensive, measurable strategic plan.



## Data Support Services and Systems Audit

Data Support to refine and evolve current systems to build the capacity to collect and analyze meaningful data.

## Diagnostic Services to Set Direction

Tools and processes to plan strategic steps to move from the current reality to the vision.

	<b>Learning Community Survey</b>	<b>Strategic Planning to Advance Educational Equity</b>	<b>Data Support Services and Systems Audit</b>
<b>Description</b>	Research-based survey that measures presence of six core leadership practices across all educators in a school.	A series of sessions that use diverse perspectives of stakeholders to collaboratively author a comprehensive, measurable strategic plan that will guide the school or district for 3-5 years.	Data Support to refine and evolve current systems to build the capacity to collect and analyze meaningful data.
<b>Key Outcomes</b>	Assess the current reality of adult practices and beliefs. Use data to prioritize goals and strategies for strengthening adult practices and beliefs.	Shared ownership of strategic plan by multiple stakeholders. Data driven process. Comprehensive, measurable, fluid strategic plan that will guide the school or district for 3-5 years.	Determine readiness to engage in a providing data to participants that is disaggregated for equity audit visualization.
<b>Audience</b>	School and district leaders	District and community stakeholders	School/district leaders; district wide data specialists
<b>Program Structure</b>	One digital survey administration to all faculty in school/district. Preparation of data, disaggregated across six core leadership practices. One two-hour session to analyze data and set next steps	Initial planning session with district leadership Three, 2 hour sessions with 30-50 district stakeholders. Planning meetings with district leadership throughout process.	Data support and coaching to build the capacity of the partner to collect, analyze and visualize meaningful data.
<b>Interdistrict or Intradistrict</b>	Intradistrict	Intradistrict	Intradistrict

# Leadership Development to Build Capacity

## Institute to Advance Equity: Foundations in Facilitative Leadership



Builds the foundation of a collaborative learning culture by developing facilitative leadership skills and dispositions of participants.

## Institute to Advance Equity: Facilitating Collaborative Cycles of Inquiry

6-day Institute develops participants' facilitative leadership skills and dispositions to use data and dialogue to implement new pathways to success for all students.



## Institute to Advance Equity with Student Leadership



Students develop facilitative leadership skills and dispositions to engage in meaningful change in their school, and to advocate for their educational experience.

## Leadership Development to Build Capacity

Institutes and Workshops that build capacity of educators to facilitate a collaborative learning culture to accelerate equity in student outcomes.

	<b>Institute to Advance Equity: <u>Foundations in Facilitative Leadership</u></b>	<b>Institute to Advance Equity: <u>Facilitating Collaborative Cycles of Inquiry</u></b>	<b>Institute to Advance Equity: <u>Foundations in Facilitative Leadership with Student Leadership</u></b>
<b>Description</b>	Builds the foundation of a collaborative learning culture by developing facilitative leadership skills and dispositions of participants.	Develops participants’ facilitative leadership skills and dispositions to use data and dialogue to implement new pathways to success for all students.	Develops the facilitative leadership skills and dispositions of participants to establish learning communities in which students are authentically involved in change and decision making and are leaders of their own learning.
<b>Key Outcomes</b>	Participants develop skills, knowledge, and dispositions foundational to facilitative leadership. Participants bring practices of facilitative leadership back to their school community.	Participants develop and implement facilitative leadership skills, knowledge, and dispositions to lead a cycle of inquiry focused on increasing equity. Use of CLEE’s Learning Community survey to monitor adult practices.	Participants develop facilitative leadership skills, knowledge, and dispositions: to engage in meaningful change in their school communities and to advocate for their own educational experience.  Participants bring practices of facilitative, student leadership back to their school community
<b>Audience</b>	Teacher, school and/or district leaders/ and or students	Teacher, school and/or district leaders/and or students	Educator/Student Teams
<b>Program Structure</b>	Four institute days, spread out across a 4-6 month period	Six institute days, spread out across 6-9 month period	Four institute days, spread out across a 4-6 month period.
<b>Interdistrict or Intradistrict</b>	Intradistrict or Interdistrict	Intradistrict or Interdistrict	Intradistrict or Interdistrict

# Leadership Development to Sustain Momentum



## District/School Critical Feedback Group

A community of practice of diverse educators that meets regularly to reflect on, share and give each other collegial feedback on their professional practices.

## Instructional Rounds to Advance Equity

A community of practice of educators that engages in multiple instructional rounds to accelerate instructional innovation and leadership development.



## Executive and Team Leadership Coaching

Coaching sessions are customized and aimed at implementing core leadership practices that increase student learning and outcome data.

## Leadership Development to Sustain Momentum

Communities of Practice that collaboratively monitor progress, learn to improve, and sustain momentum toward their vision.

	<b>School/District Critical Feedback Group to Advance Educational Equity</b>	<b>Instructional Rounds to Advance Educational Equity</b>	<b>Executive and Team Leadership Coaching to Advance Educational Equity</b>
<b>Description</b>	A community of practice created of school and/or district educators who meet regularly to reflect on, share and give each other collegial feedback on professional practice.	A community of practice of educators that engages in multiple instructional rounds to accelerate instructional innovation and leadership development.	Team Coaching integrated with two day institute for teams; or a stand alone service for one to one personalized leadership coaching.
<b>Key Outcomes</b>	Participants use protocols to engage in transformative conversations on critical topics of equity. Participants reflect on their practice and give each other collegial feedback on their most pressing professional questions and dilemmas.	Participants develop a community that gives and receives feedback on leadership and instructional growth areas through classroom observations. Participants learn strategies to lead instructional rounds in own context.	Coaching sessions are customized and aimed at implementing core leadership practices that increase student learning and outcome data using (both CLEE Learning Community Survey and local Student Achievement data.
<b>Audience</b>	Teachers, building and district leaders, and /or students	Teachers, building and district leaders, and /or students	Leadership teams (building and/or district); or building and district positional leaders.
<b>Program Structure</b>	Two day foundational institute to advance equity Seven 2.5 hour sessions throughout the school year	Two day foundational institute to advance equity Four 3 hour instructional rounds Two hour final session	Leadership teams coaching includes 2 day foundational institute to advance equity followed by a series of team coaching sessions, as determined by contract  One to one leadership coaching program is determined by contract.
<b>Interdistrict or Intradistrict</b>	Intradistrict	Intradistrict or Interdistrict	Intradistrict