Executive Summary

TLF 2020:
Transforming Schools for a New Reality

FROM OUR CURRENT STATE TO A NEW REALITY

In the midst of these unprecedented times, we have listened to our partners, alumni, and network of over 4,000 school and system leaders across the country. Time and time again, we hear that there is no blueprint for how to lead through this moment in our nation’s history. There is no blueprint for managing the current public health crisis, nor is there one for how to respond to this watershed moment for racial justice. New Leaders wants to fill that gap and support school and system leaders to address the widening educational inequities and systemic racism in our nation’s schools, while ensuring a safe return for students and staff. Our Transformational Leadership Framework 2020: Transforming Schools for a New Reality supports leaders to redefine their roles as change agents and create a new vision for schooling in 2020 and beyond.

Practical Guidance for Uncertain Times

Knowing the year ahead will be like none other, we want to support you in forging a new path forward, one step at a time. In creating this framework, our purpose is to spark and guide your thinking around the needs and priorities of your system, school, or team based on the current state so that you can work with others to forge the path ahead with equity and an asset-based mindset front and center. We hope to assist you in creating a learning community that nurtures both well-being and academic growth – especially for Black, Indigenous, and People of Color (BIPOC) and your most vulnerable learners. The guidance and actions are not limited to a single scenario or learning environment, but rather aim to support leaders in meeting the needs of their school community while planning for multiple contingencies.

Grounded in the research behind New Leaders’ Transformational Leadership Framework (TLF), a tool that pinpoints the most effective leadership practices to improve student achievement, the new framework for 2020 covers five key categories:

- Learning and Teaching
- School Culture
- Talent Management
- Personal Leadership
- Planning and Operations

The framework articulates leader actions at three key levels – the system, the school, and the team. However, in direct response to the COVID-19 crisis and the national outcry for racial justice, the 2020 framework considers these categories through the lens of leading through crisis while highlighting areas where leaders have the opportunity to re-envision what their school systems, schools, and classrooms can be.

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