

## The Need for a New Kind of Leader

Our public education system is struggling to serve all students well. A long history of institutionalized racism and unequal resources among schools, combined with rising standards have made it difficult for our schools to make good on the promise of a quality education for all students. The teachers and leaders that serve in our public schools are inspiring, deeply committed and knowledgeable about their craft, however, teaching and leading in our country’s most under-resourced schools is hard work. By investing in and building the capacity of the adults within our system, it is possible to create a thriving system of public schools, wherein historically underserved groups--African American, Latino, and Multilingual students--develop the skills and knowledge they need to be successful in the 21st century. To do this, our schools and districts need leaders who can act as skillful facilitators, coaches, collaborators, agitators, consultants, and data fanatics. They must be chameleons, ready to take on each of these roles at the right moment to develop the conditions and capacity to greatly improve outcomes for students.

## BEING A CHANGE AGENT

### 5 AREAS OF FOCUS

During the past 25 years, Partners has systematically supported our own staff members as well as our school and district partners to disrupt patterns of inequity that have negatively impacted students of color and Multilingual learners. Our change agents are powerful leaders, able to challenge the way things are currently done while respecting the history and experience within the system. They rally their communities in ways that lead to powerful and sustainable improvements. We have found that teachers and leaders can successfully transition from being highly effective in their own practice to leading and building the capacity of others when they receive professional development and coaching in the following areas:

