



Fayette, McDowell & Raleigh County Leadership Cohort

Dr. Debbie Lane

lanedebrae@gmail.com

October 14, 2014

Give One, Get One

Cohort I

Now - 9:45 Work on Action Plan

9:45 - 10:00 Break

10:00 - Noon Dr. Terry Cash

~ Lunch

12:45 - 1:00 Truths

1:00 - 3:00 ELI Work

Cohort II

Now - 9:45 Overview of Program

9:45 - 10:00 Break

10:00 - Noon Dr. Terry Cash

~ Lunch

12:45 - 1:00 Truths

1:00 - 3:00 ELI Work

What are the attributes of highly effective leaders?

Groups of four

- Develop a 6-8 minute presentation that highlights the attributes of highly effective leaders
 - Be able to justify each attribute
- Get to work

Team Presentations

Reflections

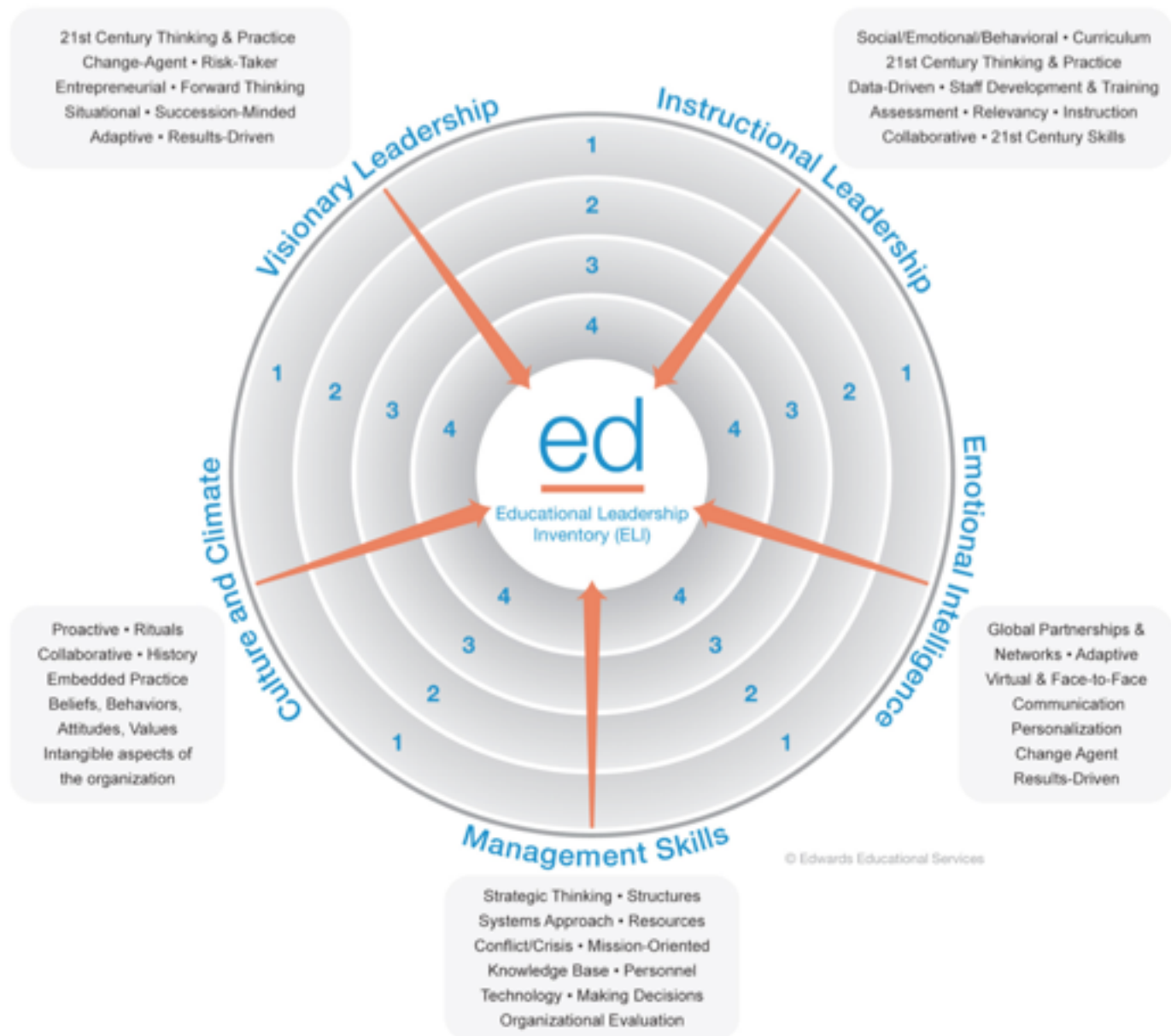
Session Outcomes

Session Outcomes

- Identify and justify the attributes of highly effective leaders
- Overview, orientation, and set-up of the the ELI
- The “experience” what the year will look like
- Nuts and bolts along with logistics of the experience and the grant
- The role of your mentor
- The evaluation plan

The ELI

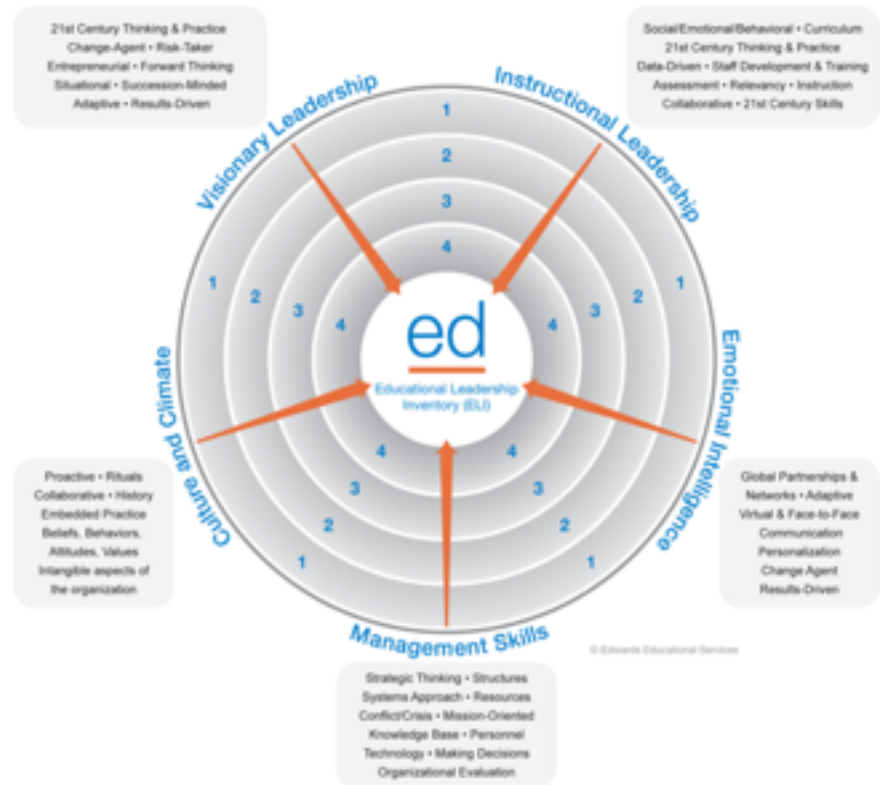
5 Domains of the Educational Leadership Inventory

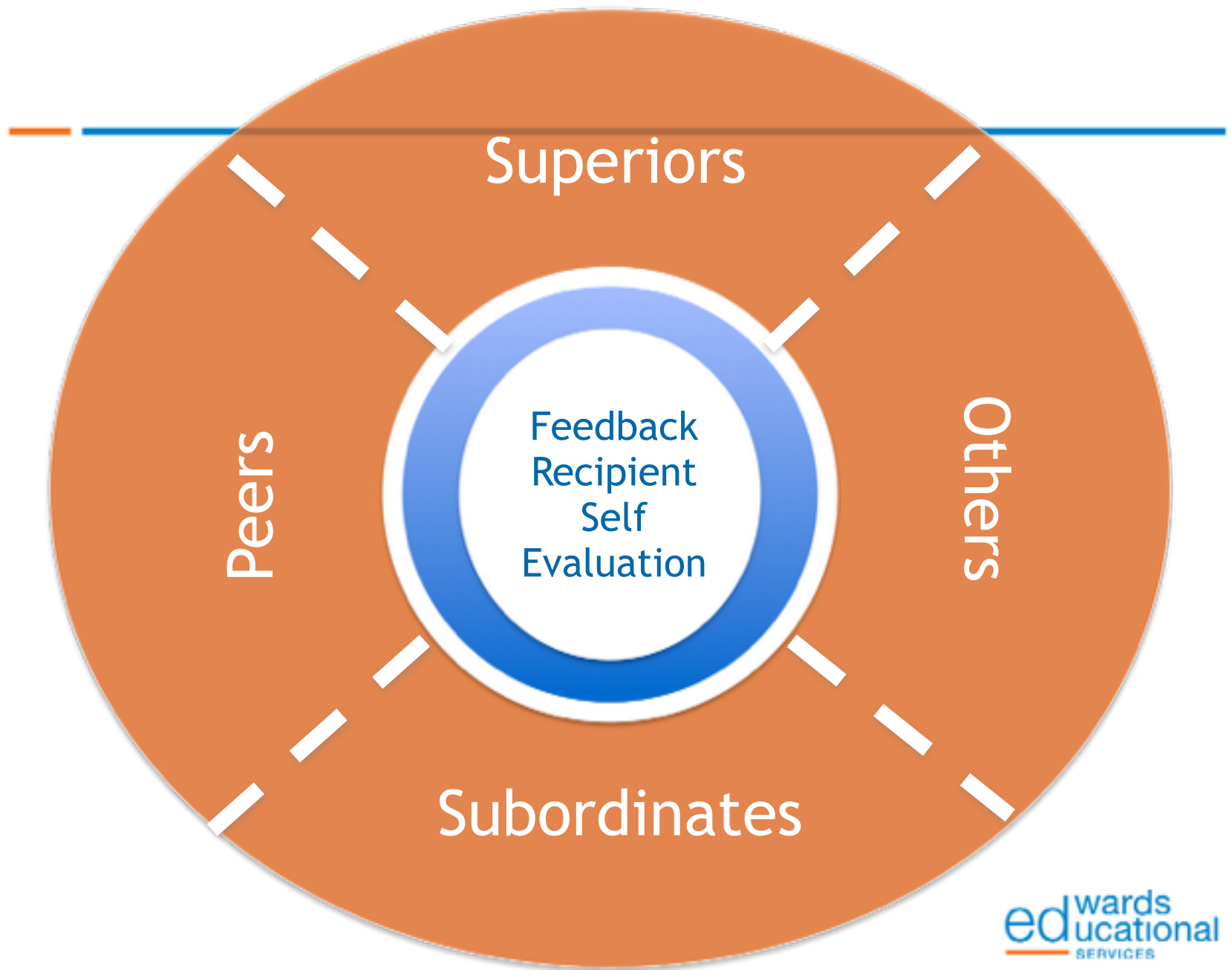


•The ELI is a 360-degree assessment that targets five essential domains of effective school leadership:

- Visionary Leadership
- Instructional Leadership
- Emotional Intelligence
- Climate and Culture
- Management Skills

5 Domains of the Educational Leadership Inventory





What Should Be Done At The Individual Level?

- Use the ELI to better understand what you need to learn or develop
 - Personal stakes
 - Organizational stakes
- Find a good coach or mentor- this is not about “follow-up” this is about stretching you out of your comfort zone.
- Have a focus
 - More is less and less is more
 - One of the keys is to identify one or two areas for improvement

What will happen next...

- You will get an email from Helen Morris (helen@edwardsedservices.com)
- You will need to identify 20 individuals who are familiar with your work
- After you hear from Helen you will invite those 20 individuals to complete the ELI on your behalf
- You will complete the ELI yourself too
- Once all participants have completed the ELI you will be sent your report
- Your mentor will go over your report with you (it will take between 60-90 minutes)
- Based on your report and debriefing you and your mentee will develop a personalized leadership growth plan

The Experience: What the year will look like

The Big Picture

- Session 2:
- The art and science of leadership:
Are leaders born or made?
- Educational leadership in a rapidly changing world
- Debriefing the group results of the ELI
 - Implications for the group and individuals

The Big Picture

- Session 3:
 - Emotional Intelligence
 - Knowing yourself before you lead others

The Big Picture

- Session 4:
 - Visionary Leadership
 - Setting direction and purpose

The Big Picture

- Session 5:
 - Climate and Culture

The Big Picture

- June 2015-Session 6:
 - 5-day Leadership Institute in Alexandria, VA

The Big Picture

- July 2015-Session 7:
 - Midway point of the program
 - Lessons learned
 - Application of learning
 - Lessons learned from the institute
 - Preparing for a new school year
 - Setting the stage for the next five sessions

The Big Picture

- August 2015-Session 8:
 - Instructional Leadership
 - Teacher practice
 - Using data to drive decision-making

The Big Picture

- Session 9:
 - Effective decision-making

The Big Picture

- Session 10:
The inter connectedness of the five domains

The Big Picture

- November 2015-Session 11:
 - Revisiting the ELI
 - Post-assessment
 - Documenting areas of growth

- December 2015-Session 12:
 - Final Session
 - Lessons learned
 - Practices embedded
 - Sustainability
 - Maximizing your network
 - Graduation program

Nuts and Bolts

- Materials needed for each session:
 - Laptop computer
 - E-portfolio/notebook
- Norms and protocols for each session:
 - Attendance
 - Dress

The Mentor-Mentee Relationship

Role of the Mentors

- Each cohort member will be assigned a mentor. The role of the mentor will be to provide personalized support, coaching, and direction throughout the term of the program. Mentors will translate the learning from the monthly group sessions to individual learning and application at the micro level.
- Mentors will conduct the initial individual debriefing session on the ELI and work with individual cohort members to design a personalized growth plan.
- Mentors will be face-to-face with the cohort twice during the term of the program and will also have scheduled, small group and individual coaching sessions (virtual) each month (one individual per month and one group per month). Mentees (within reason) will have access to their mentor beyond the scheduled dates and times. Schedules will be worked out between the mentor and his/her group. Participation in the monthly sessions is mandatory.

The Evaluation Plan

Dr. Terry Cash





















“LIKE” us on Facebook
Follow us on Twitter

STEVEN W. EDWARDS, PH.D.
PRESIDENT & CEO

P 202.359.5124 F 703.837.0223
E steve@edwardsedservices.com
W edwardsedservices.com

