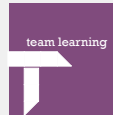


PERFORMANCE *fact*, Inc.



# Leadership Solutions

*...in brief*



Professional Development  
Programs for School and  
System Leaders

## Leadership-in-Action System™

*...because*

Only leadership proficiency  
guarantees lasting achievement



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# COURAGEOUS & ACCOUNTABLE LEADERSHIP MATTERS!

***STUDENT LEARNING RESTS PRIMARILY ON EFFECTIVE TEACHING.***  
GOOD TEACHING AND SUCCESSFUL SCHOOLS THRIVE WITH STRONG,  
CAPABLE LEADERSHIP AND SOUND ORGANIZATIONAL PRACTICES.

IT IS NECESSARY AND POSSIBLE TO EDUCATE ALL STUDENTS AT  
HIGH LEVELS IN OUR PUBLIC SCHOOL SYSTEMS. THE CAPACITY  
AND RESOURCES TO DO SO ALREADY EXIST, BUT THE SOCIETAL  
WILL TO ADDRESS MATTERS AT THEIR ROOTS OFTEN WAIVERS.

THAT IS WHY ***COURAGEOUS LEADERSHIP MATTERS*** --  
BOLDLY CHAMPIONING THOSE IDEAS AND ACTIONS THAT ARE  
IMPERATIVE FOR CREATING AND SUSTAINING A SYSTEM OF  
STRONG PUBLIC SCHOOLS, AND TO FOCUS UNWAIVERING  
ATTENTION ON THE PRIMARY INTENTION OF OUR SCHOOLS:  
***BRINGING OUT ALL THAT IS GREAT IN EVERY STUDENT, BAR NONE.***

## LEADERSHIP DEVELOPMENT SOLUTIONS\*

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The leadership demands on our educational system never seem to end. That is why successful leaders are always in search of ways to enhance their own capacity and that of their teams. Commitment to continuous professional learning is key to maintaining your “leadership edge.” It is vital to the growth and effectiveness of your team. It is essential to realizing the vision and goals of your team, school and system.

At PERFORMANCE *fact*, we are committed to every school and system leader’s journey toward becoming the kind of leader who can lead any school or system to sustained and sustainable success.

By sharpening teaching practices, leadership practices and organizational practices, PERFORMANCE *fact*’s leadership development solutions help school and system leaders and their teams fulfill their core function: accelerating learning for all students, bar none.

\* For additional leadership development programs, please visit our website [www.performancefact.com](http://www.performancefact.com)



## PERSONAL MASTERY

personal mastery



**Trust - From the A-frame to a Bridge™**  
*Building the foundation for personal, team and organizational success*

A central function of leaders is to create and sustain a high-trust culture because it is a precondition for sustained achievement. Participants will acquire the skills and competencies for enhancing self-trust, fostering trusting relationships, and building high-performing, accountable, and continuous learning teams, schools and school systems.

**Synonymity™**  
*Finding common ground on common goals*

Leaders need to mobilize all stakeholders around a shared vision and common goals. They need to provide a safe forum for re-examining underlying attitudes, beliefs and behaviors that inhibit productive relationships or preclude high expectations for all students. Participants will master strategies for managing relationships in diverse settings and for focusing diverse perspectives on common goals.

## TEAM LEARNING

team learning



**Communities of Effective Practice**  
*Motivating shared responsibility for student learning and professional practices*

Establishing fine-tuned communities of effective practice takes time. Participants in PERFORMANCE fact's leadership development program will learn how to create and institutionalize a culture of shared knowledge, shared professional practice, and shared responsibility for student learning at every level in their organization.

**Facilitation**  
*Achieving high team performance through high-involvement team processes*

Rallying diverse perspectives around a shared vision demands a team-oriented approach to goal-setting, problem-solving, continuous learning and professional accountability. However, realizing the potential inherent in the wisdom of teams requires effective facilitation. PERFORMANCE fact's Facilitation program provides leaders with proven tools and techniques for dealing effectively with group dynamics and for overcoming the barriers to effective teamwork, collaborative learning and high performance.

## LEADERSHIP FOR RESULTS



**Eye on the Goal™**  
*Accelerating student learning through continuous improvement of teaching practices, leadership practices and organizational practices*

This program guides leaders and their teams through an evidence-based, 5-step cycle of inquiry for accelerating student learning through continuous improvement of teaching practices, leadership practices and organizational practices. The Eye on the Goal inquiry cycle facilitates disciplined implementation and consistent monitoring of continuous improvement plans.

**Getting It Done!™**  
*Leading with data, developing people, motivating disciplined action*

Success does not happen by accident. This program provides school and system leaders practical knowledge, skills and tools for leading with data, building strong, empowered teams, and motivating a culture of performance at all levels. Participants will learn how to focus on implementation of their plans – and the energy and attention of their teams.

## BREAKTHRU: COACHING FOR HIGH PERFORMANCE

breakthru: coaching for high performance



**Leadership Thumbprint™**  
*Shaping your unique leadership identity*

This program helps experienced and emerging leaders clarify their unique values, motivation, aspiration, and leadership style – their leadership identity. Participants will articulate the distinctive contribution only they can make, master new competencies needed for success, and receive intensive coaching to facilitate their journey.

**FastForward!™**  
*Achieving accelerated results through high-performance coaching*

Executive coaching is a tool for boosting effectiveness and performance. This high-performance coaching program assists leaders in achieving their most personally and professionally meaningful vision and goals at an accelerated pace. Participants will learn how to achieve their goals by building on current strengths and/or decisively address beliefs, attitudes and practices that inhibit higher levels of performance.

## LEARNING LEADERS INSTITUTES



**Leadership for continuous school and district improvement**  
*Driving strategic change, motivating equity of achievement for all students*

Getting all students to meet high performance standards is within our means. However, it is not yet the reality in many of our public schools and school systems. Participants will identify the root cause of the current state of teaching practices, leadership practices, organizational practices, and student learning in their school or district, and will develop courageous solutions to address the underlying causes.

**Transformative Leadership for Equity**  
*Doing what's right, not what's easy, so that all students do achieve!*

This program is a forum for motivated leaders and leadership teams to identify the root cause of the persistent disparities in performance among student subgroups and to develop action-oriented solutions, which, when implemented, will transform our public education system by closing the achievement gap. It is intended solely for transformative leadership totally committed to taking the courageous actions required to ensure equitable access and equal outcomes for all students, regardless of their background, condition or "circumstance."

# PROGRAM DELIVERY FORMATS

School and system leaders and their teams can **tailor the delivery format** to suit their capacity-building needs, learning style and schedule! We offer **differentiated leadership development solutions** and a **variety of learning approaches** to meet **diverse needs** of school and system leaders and their teams!

## 1 FOUNDATION

Our FOUNDATION delivery format is a 12-hour workshop presented by an experienced facilitator.

Key features of this format include:

- Pre-workshop assessment
- A total of 12 hours of facilitator-led workshops
- Introduction to key concepts and practices
- Exemplars and developmental rubrics
- Take-away tool kit and resources
- Standards-based, job-related implementation plan
- Post-workshop assessment to measure improvements

## 2 BLENDED LEARNING

Our BLENDED LEARNING delivery format combines the 12-hour instructor-led FOUNDATION workshop with 18 hours of facilitated, practical experiences that extend learning to job-related applications.

Key features of this format include:

- A total of 18 hours of facilitated job-embedded application
- Reflective Journal
- Access to “refresher” materials and supports
- Culminating project
- 3-to-6-month follow-up

- Pre-workshop assessment
- A total of 12 hours of facilitator-led Workshop
- Introduction to key concepts and practices
- Exemplars and developmental rubrics
- Take-away tool kit and resources
- Standards-based, job-related implementation plan
- Post-workshop assessment to measure improvements

## 3 BLENDED LEARNING *Plus*

Our BLENDED LEARNING *Plus* delivery format builds on the Blended Learning format; the goal is *mastery* of the skills and competencies when applied to day-to-day leadership responsibilities. Through ongoing coaching and technical assistance, we work with leaders to ensure successful application within their own environment.

Key features of this format include:

- Year-long coaching and technical assistance
- Access to a leadership support network
- Mid-year and end-of-year assessment of impact
- End-of-year DataSummit, Evidence Fair or Learning Leaders Digest

- A total of 18 hours of facilitated job-embedded application
- Reflective Journal
- Access to “refresher” materials and supports
- Culminating project
- 3-to-6-month follow-up

- Pre-workshop assessment
- A total of 12 hours of facilitator-led Workshop
- Introduction to key concepts and practices
- Exemplars and developmental rubrics
- Take-away tool kit and resources
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- Post-workshop assessment to measure improvements

### TRAIN-THE-TRAINER

Our Train-the-Trainer format enables you to develop your own cadre of trained presenters of PERFORMANCE *fact's* leadership development solutions. It is an intensive Certified Facilitator training program for highly motivated individuals, who become qualified to train others in your organization. Please contact us for further details.

### “DESIGN YOUR OWN”

Our “Design Your Own” delivery format allows customized content and flexible scheduling to meet the unique needs of leaders and teams. Participants may select custom-combinations of leadership development offerings, and/or adjust program scope-&-sequence and timelines to fit their needs. Please contact us for further details.

## THE PERFORMANCE *fact* ADVANTAGE

At PERFORMANCE *fact*, we are committed to each school or system leader's journey toward becoming the kind of leader who can lead any school or system to sustained and sustainable success.

| We are **standards-based**.

| We take a **systems approach** to leadership learning.

| We emphasize deep **conceptual** understanding and **practical** applications.

| We have a **proven track record** at the school, district, regional and state levels.

| We are **continuously improving** our programs, to help you maintain your "leadership edge."

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Created in 1997 by Mutiu Fagbayi, PERFORMANCE *fact* is a culturally diverse team of professionals with proven expertise in teaching, research, educational leadership, organizational development and the corporate sector.

Our sole commitment and “soul purpose” is supporting educational leaders with a system of solutions for building stronger schools and accelerating learning for all students...from thought to results.

Our Team values collaborative learning, innovation and the entrepreneurial spirit. We encourage debate and inquiry, because they lead to better ideas and professional growth. Our rich experience, diverse backgrounds and open mindedness make it easy for us to work effectively with educators and their communities at the state, district and school levels.