

Albert Einstein once said: "The significant problems we face cannot be solved at the same level of thinking we were at when we created them."

Despite many years of effort to eliminate the disparities in academic achievement among different student sub-populations, the achievement gap persists in most of the public schools and school systems across the United States. Students from poorer backgrounds as well as racial-ethnic and language minority students perform significantly worse than their White and, sometimes, Asian counterparts. Despite the hard work of thousands

TRANSFORMATIVE LEADERSHIP FOR EQUITY

DOING WHAT'S RIGHT, NOT WHAT'S EASY, SO THAT ALL STUDENTS DO ACHIEVE!

of committed educators, scores of studies and reports as well as additional funding in many states, the relative outcome remains essentially unchanged.

Why?

The Transformative Leadership for Equity institute offers leaders an in-depth exploration of several long-standing challenges to our public school system – challenges that have stood in the way of equity in outcomes for all students, regardless of their background.

Transformative Leadership for Equity is one of the programs in PERFORMANCE *fact's* Learning Leaders Institutes; the Institutes are forums for experienced and emerging educational leaders to explore the most challenging issues that are inhibiting sustained performance in our schools and school systems.

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 Think. Believe. Move Mountains.



GOAL OF THIS LEADERSHIP-IN-ACTION PROGRAM

PERFORMANCE *fact's* **Transformative Leadership for Equity** initiative 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."



THE INTENT

The singular aim of PERFORMANCE *fact's* Learning Leaders Institutes is to provide a forum for courageous and accountable leaders to develop solutions to the most challenging issues facing their own schools and school system in particular, or our system of public schools in general. The Institutes are intended for leaders with great moral courage, and the determination to do what must be done to create and sustain school systems that work for all students.

LEADERSHIP INQUIRY QUESTIONS

Although each cadre of educational leaders shapes its own agenda, participants in the **Transformative Leadership for Equity** institute are encouraged to also consider the following inquiry questions.

1. What is the fundamental purpose of our system of public schools?
2. What do we expect all students to know and be able to do, and how will we know that they have mastered it?
3. How do we ensure an adequate supply of highly qualified and effective teachers, and strong, capable school leaders?
4. How do we ensure that every student is taught by the teacher he or she needs in order to master the performance standards? And how do we ensure that this equity and opportunity-to-learn standard is met for every student?
5. How do we match each school with the kind of educational leader that can lead the school to sustainable success?
6. How do we nurture and reward a culture of professional learning and collaboration?
7. How do we motivate an entrepreneurial spirit and innovation?
8. How do we create a performance-based culture, whereby people are rewarded for their value added improvements in their professional practice and relative contribution to continuous student growth?

WHO SHOULD PARTICIPATE?

- ✓ Superintendents and System Leaders
- ✓ Executive Leadership / Cabinet
- ✓ Supervisors of Principals
- ✓ Senior Managers & Administrators
- ✓ Principals
- ✓ Vice Principals/Assistant Principals
- ✓ Leadership Teams
- ✓ Teacher Leaders, Coaches & Instructional Facilitators

TRAINING AT YOUR LOCATION

This program can be uniquely customized for your organization, and delivered at your site. It can be also be delivered as a "custom combination" with other programs.

HOW TO SIGN UP FOR THIS PROGRAM

To register or for more information please,

1. Email us at contact@performancefact.com
2. Go-to www.performancefact.com
3. Call 510-568-7944