



Breaking Ranks II: Strategies for Leading High School Reform – Beginning the Conversation

LEADERSHIP TRAINING PROGRAM

DULLES, VA

GOAL

To help ensure your success as a high school leader as you engage in systemic reform to improve student performance through the recommendations in *Breaking Ranks II™: Strategies for Leading High School Reform*.

Objectives:

During this three-day professional development session, you will:

1. Deepen your understanding of the three core areas and seven cornerstone strategies in *Breaking Ranks II™* and apply them to improve student performance in your school
2. Increase your capacity to engage in collaborative leadership for effective implementation of *Breaking Ranks II™* areas and strategies
3. Use targeted professional development as a tool to improved student performance
4. Begin building relationships with colleagues that can serve as the basis for networking and support as your school begins *Breaking Ranks II™* initiatives.

Following this three-day professional development session, you will increase your capacity to:

1. Engage in conversations with stakeholders in your school community to integrate *Breaking Ranks II™* areas and strategies with the purpose and mission of your school
2. Establish intra-school networks to support the implementation of the *Breaking Ranks II™* areas, recommendations, and strategies for improved student performance in your school
3. Locate and apply *Breaking Ranks II™* resources and technical support to assist in implementing initiatives to improve student performance in your school.

***BREAKING RANKS II* TRAIN-THE TRAINER AGENDA**

Dulles Airport Marriott Hotel

WEDNESDAY - DAY OF ARRIVAL

6:00 – 8:00 Welcome and Orientation Dinner (provided)

THURSDAY - DAY 1 TRAINING

7:00 – 8:00 Breakfast (provided)

8:30 – 9:30 Welcome and Overview

9:30 – 10:00 Why Break Ranks?

This segment reviews the context for high school reform as it relates to your school.

This segment involves a discussion of reform issues and what you will “take away” from this session.

10:00 – 10:15 Break (provided)

10:15 – 11:00 Moral Purpose for School Reform—for Breaking Ranks

This segment examines the moral imperatives for meeting the needs of each student.

11:00 – 12:00 Building the Capacity of the Leader through Professional Growth

This segment establishes the concept of change. In order to change an organization you must change people and those changes begin with increasing the capacity of the leader(s).

Effective schools have effective leaders. Effective school leadership makes a difference.

Leadership research supports the idea that effective leadership practice is important.

12:00 – 1:00 Lunch (provided)

1:00 – 2:30 Collaborative Leadership

This segment explores the concepts in Chapter Two of *Breaking Ranks II™*:

Collaborative Leadership and Professional Learning Communities. This exploration will be linked to the personal skills assessment and reflection activity.

2:30 – 2:45 Break (provided)

2:45 – 3:30 Managing Complex Change

This segment provides an opportunity for participants to consider a variety of factors that contribute to effective change and assists participants in developing a greater understanding of how these factors contribute to the success or failure of an initiative for change.

Participants will have the opportunity to apply the concepts regarding change factors to past and planned initiatives to improve student learning in their own schools.

3:30 – 4:15 Assessing Faculty Readiness for Change: Change is Good—You Go First

During this segment, participants will use *Breaking Ranks II™* resources to identify entry points for beginning *Breaking Ranks II™* implementation. Participants will engage in meaningful conversation about approaches principals have taken to implement school change initiatives.

4:15 – 4:30 Reflections and Closure

4:30 Adjourn

Dinner on Your Own

Friday - Day 2 Training

- 7:00 – 8:00** Breakfast (provided)
- 8:00 – 8:15** Welcome and Overview of Day Two
- 8:15 – 8:45** Myths and Realities We Create From Data
Participants will explore how our personal perspectives/filters can affect our understanding and analysis of real outcomes.
- 8:45 – 10:15** Personalization
Participants will acquire a working definition of “personalization” as it relates to high school reform and increase their understanding of the importance of personalizing the school environment. Participants will develop strategies for implementation of the personalization recommendations in *Breaking Ranks II™*.
- 10:15 – 10:30** Break (provided)
- 10:30 – 12:00** Curriculum, Instruction, and Assessment
Participants will review and develop a greater understanding of the third core area - Curriculum, Instruction, and Assessment. Participants will discuss and utilize the School Academic Rigor and Support Self-Assessment Tool and the Academic Rigor Planning Pyramid as it relates to their own school setting.
- 12:00 – 1:00** Lunch (provided)
- 1:00 – 2:15** Seven Cornerstone Strategies—A Good Beginning
Participants will interact with the Seven Cornerstone Strategies in a manner that requires them to integrate prior learning about the three core areas in *Breaking Ranks II* and the related recommendations with contextual data from their schools.
- 2:15 – 2:30** Break (provided)
- 2:30 – 3:30** Tying It All Together
Participants will be provided the opportunity to identify specific strategies from *Breaking Ranks II™* in each of the three core areas that address improved student performance in each participant’s school.
- 3:30 – 4:00** Next Steps - Plan next steps and set either the local school implementation plan or begin district plan
- 4:00** Beginning the Conversation delivery model
- 4:15** Distribution and overview of *Trainer’s Notes*
- 4:30** Instructions and assignments for day three
- 4:45** Questions
- 5:00** Adjourn to prepare presentations

Dinner on Your Own

SATURDAY - DAY 3 TRAINING (TRAIN-THE TRAINER DAY)

- 7:00 – 8:00** Breakfast (provided)
- 8:00 – 9:00** Training walk-through / Questions and concerns
- 9:00 – 9:30** Final Preparation for Presentations
- 9:30 – 12:30** Presentations as assigned (Facilitators divide groups as number dictates)
- 9:30–10:00 Welcome and Overview
- 10:00–10:30 Why Break Ranks?
- Work in a Break at 10:30** 10:30–11:00 Moral Purpose for School Reform—for Breaking Ranks
- 11:00–11:30 Building the Capacity of the Leader through Professional Growth
- 11:30–12:00 Collaborative Leadership
- 12:00–12:30 Managing Complex Change
- 12:30 – 1:30** Lunch (provided)
- 1:30 – 4:30** Presentations as assigned continue
- 1:30–2:00 Assessing Faculty Readiness for Change: *Change is Good—You Go First*
- 2:00–2:30 Myths and Realities We Create From Data
- Work in a Break at 3:00** 2:30–3:00 Personalization
- 3:00–3:30 Curriculum, Instruction, and Assessment
- 3:30–4:00 Seven Cornerstone Strategies—A Good Beginning
- 4:00–4:30 Tying It All Together
- 4:30 – 4:45** Debrief Presentations
- 4:45 – 5:00** Closure, Celebration, and Next Steps

Note: Each 30 minute presentation segment is divided into 2 minutes for introduction/ setup; 15 minutes for presentation; 13 minutes for feedback.