



“LENS equipped me with the skills and resources necessary to sustain a strong school culture focused on academic achievement and adult accountability.”

- Lizzie Stewart, Principal
Independence Academy



LENS

*Leaders for Emerging
Networks of Schools*

Sustaining strong *leadership*

Across the nation, school leaders have an average tenure of just four years. And in high-poverty schools, 1 in 5 leaders leaves after one year.

For more than two decades, BES has been recruiting, selecting, and training leaders to found, lead, and grow excellent schools across the country. Our LENS program helps to sustain high-performing schools by developing the capacity of their leadership bench.

LENS *Training Program*

LENS is a yearlong, part-time coaching program that prepares individuals to take on heightened leadership roles in their schools.

LENS leaders study the effective practices of the most successful schools in the country and develop the skills they need to lead a high-performing school.

LENS *Components*

- Eight days of rigorous training in Boston (June 24 – July 2, 2020)
- Two additional trainings and school studies in Nashville and Boston (November 2020 and March 2021)
- Leadership self-assessment and 1:1 coaching with BES staff on a regular basis
- On-site visit by BES staff for observation and formal report
- Structured network of support with LENS cohort colleagues

LENS *Leaders Are*

- Currently coaching adults in schools for more than two hours per week (or will be doing so in the 2020-2021 school year)
- Aligned with BES beliefs about excellent leaders and schools
- Proven effective as a teacher at the classroom level
- Recently elevated to leadership, or considered to be on-track for school leadership in one to two years
- Available to participate in the full calendar of LENS training

Questions? Email Krista Pendergast, Director of Program Operations

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LENS Training *Topics*

Our eight-day rigorous training covers a wide range of research-based practices proven effective by leaders of top high-performing schools.

Day 1: Leadership Mindset and Voice

Leaders dig into the various components of an effective leadership mindset, analyzing the characteristics of gap-closing school leaders who inspire their team to embody their school's mission.

Day 2: How to Inspire, Equip, and Push Adults

Leaders challenge themselves and each other to speak from the values and vision of the school, harnessing the power and responsibility of the leader's voice when equipping the team in all interactions.

Day 3: Developing a Strong Adult Culture

Leaders work to support strong academic achievement, develop ambitious accountability tools for teachers, and refine results-driven action plans.

Day 4: Data Collection, Analysis, and Intervention

Leaders examine successful practices for using standards-based assessments and data to drive all instructional decision-making and student supports.

Day 5: Leading Through Equity

Leaders learn how to hire and support their teachers through ambitious goals and accountability tools, all through an equity lens. Leaders will also unpack the ways in which they can lead with equity to interrupt the systemic injustice that impacts learning.

Day 6: Maximizing Time

Leaders utilize training through The Together Leader to become strong, intentional planners and managers of their tasks and time. Leaders create prioritized, goal-driven schedules, and stress test their schedules against the school's mission, goals, and a typical day.

Day 7: Student Culture

Leaders examine and practice school culture and classroom instruction observations, developing their lens for what is most critical to teacher growth and student success. Leaders practice verbal and written feedback using role plays with their peers.

Day 8: Time, Observations, and At Bats

Leaders come full circle, examining the demands of leadership mindset as they prepare for the school year, engaging in self-reflection, and practicing summative at bats in real-school scenarios.

Ready to nominate a leader? Visit bes.org/lens

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