



BES TRAINING MODULES

BES is committed to supporting a diverse group of school leaders and school models in a variety of settings. Our training modules can be tailored to meet the unique needs of leaders in a variety of school models, programs, and organizations. BES training modules support leaders to sharpen the skills they need to run a transformational school that ensures opportunity and success for students in their communities. Through action planning and analysis of proven practices, participants learn how to effectively manage their organizations so that they can concentrate on the goal at hand: educating all students at a high-level to prepare them for college, career, and a lifetime of opportunities.

Leadership

With a firm belief that behind every excellent school is an excellent leader, we focus on preparing leaders to transform education in their communities, which starts with building their own leadership. At all levels of school leadership (Founder, Deans, Grade Level Leaders), development is multifaceted and includes inspiring and driving a team towards the mission and vision of the school. Topics can include:

Leadership Mindset

- Navigating unexpected setbacks and situations
- Understanding leadership strengths and areas for growth

Leadership Voice

- Effectively communicating and inspiring others towards a mission and vision

Leadership Accountability

- Leading change management
- Adult management systems

Instructional Leadership

- Professional development design and implementation
- Practice-based professional development
- Live coaching
- Teacher/staff coaching and feedback
- Student work review and protocols
- Data action planning

Board Governance

- Building a founding board
- Understanding key differences between governance and management

Culture

An affirming, joyful, academically centered school culture underpins a school's overall success. Strong culture positively influences academic results, drives student holistic growth, supports student and staff retention, and improves communication and relationships with families and community partners. BES can provide targeted training on the following:

- Establishing and maintaining a strong adult culture
- Establishing and maintaining a strong student culture
- School culture audit processes
- School culture resets and turnaround

School Operations

A strong operations team ensures an exceptional learning environment for students and teachers. They plan systems that create excellent student, staff, and family experiences. Our operations teams keep our schools running smoothly, so that our staff and students can focus on teaching and learning. Operations training support leaders to develop the operational mindset and skills necessary to design, oversee, and evaluate school-wide operations. Training topics include:

- Designing and/or revising operational systems that are mission-aligned, objective driven, clearly codified, and evaluated by a rubric
- Hiring for operational leaders and team members
- Creating performance monitoring/operations audit tools for school systems
- Delivering operations focused professional development
- Designing and maintaining physical space

School Start-up

The founding year(s) in the life-cycle of a school present unique demands and challenges. BES has supported over 90 schools through the start-up phases and deeply understands the challenges and opportunities start-up presents. While some of the trainings listed in other areas can be tailored to start-up, the sessions below focus specifically on the founding years:

- Academic readiness to open
- Culture readiness to open
- Assessment and data systems
- Family onboarding (orientation, home visits)
- Hiring a founding team
- Student recruitment and enrollment: Planning and operationalizing
- Staff onboarding and training
- Student onboarding/orientation

School Design: Academic Programming

In the stages of school design, we take into account input from a multitude of stakeholders including the strengths and needs of the community, the experience of

the leader/organization, school practices demonstrating results for students, and alignment to the mission and vision of the school. Trainings around design include:

- Curriculum and instruction
- School calendar and schedules
- Professional development
- School culture
- Community engagement: Building a locally-responsive school model through active listening and learning from a variety of community stakeholders

Talent and Recruitment

A successful school is dependent upon the recruitment, selection, and retention of top talent. Whether a school is in the founding stages or entering year 15 of operations, systems for recruiting, hiring, training, and retaining talent are critical to the school's success. Trainings include:

- Crafting a talent philosophy
- Creating a bold, equity-based approach to recruitment and hiring
- Develop specific, mission-aligned characteristics and competencies to serve as a framework for the recruitment and hiring process
- Participating in selection process practice to develop the necessary skills for vetting candidates for mission, vision, and values fit
- Building a leadership pipeline

Cost

\$7,500-\$20,000 per module based on content, format, duration

To learn more about these modules and how BES can support your organization and school leaders, please email us at partners@bes.org.