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

LENS helps to sustain high-performing schools by developing the capacity of their leadership bench. Leaders study the practices of successful schools and participate in robust training on developing a leader’s mindset and voice with an equity lens; managing adults; setting strong student culture; and delivering effective instruction.

**Program Components**

- Comprehensive leadership training to prepare individuals to lead equitable, high-performing schools:
  - Nine days of rigorous training modules delivered virtually across June 15-25 (Cohort A) and July 6-16 (Cohort B)
  - Three days of virtual training sessions with both cohorts led by Onward and The Together Leader (June 30, July 27, and July 29)
  - Additional virtual training in fall and spring semesters (Cohort A: Nov. 3-5 and March 16-18; Cohort B: Nov. 17-19 and March 29-31)
- Two small-group virtual school studies and two virtual site visits to the leader’s school with their BES coach (one of each in fall 2021 and spring 2022)
- Monthly 1:1 remote coaching with BES staff, including practice, video review, and document review
- Structured network of support with LENS cohort colleagues
- Access to exemplary videos of classrooms across the U.S.
- Individual Torsh video platform account for virtual coaching
- Skill-building projects tailored to the leader’s school/role

**2021-22 Cost:** $12,000 per leader

**LENS Leaders Are**

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

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

email shellested@bes.org  web bes.org  phone 617.227.4545 x 229
Summer Training
Our rigorous training modules cover a wide range of research-based practices used by leaders of high-performing schools. Summer LENS training will include the topics below, with a deeper dive during the school year.

1: Leadership Mindset: Narrating Values, Narrating Vision
Leaders analyze their current leadership mindset and practice leading from the mission, vision, and values of their organization.

2: Leadership Self-Awareness: Mindset, Presence, Voice
Leaders examine the social, emotional, and psychological components of leadership, by examining their own social/emotional/psychological make-up.

3: Leadership Voice: Inspiring & Equipping Adults
Leaders examine others’ perceptions of them in order to give effective feedback and hold difficult conversations that unpack mindsets and move adult practice.

4: Leadership Accountability: Giving Feedback, Pushing
Leaders confront the critical need for leadership accountability, analyzing the characteristics and communications of courageous, gap-closing school leaders when inspiring and pushing adults.

5: Instructional Leadership: Student Work & Lesson Plans
Leaders examine successful practices for using standards-based assessments and data results on a weekly and daily basis to drive student supports, professional development needs, and all instructional decision-making.

6: Instructional Leadership: Data Analysis & Display
As a follow-up to modules four and five, leaders practice using data in role-specific positions to determine highest priorities and get feedback from leaders doing similar work.

7: Cultural Leadership: Strong Adult Culture
Leaders examine current organizational practices in recruitment, hiring, and growing adults to build a cohesive team in service of the school’s mission.

8: Cultural Leadership: Strong Student Culture
Through targeted observations of school culture, classroom instruction, and authentic celebrations, leaders develop their lens for what is most critical to teacher growth and student success.

9: Leadership Accountability: Leading Through Change
Leaders come full circle, examining the demands of a leadership mindset as they prepare for the school year, challenging their sense of themselves, others’ perceptions of them, and practicing summative At Bats in real-school scenarios.

10: Leading for Equity
As leaders embark on the journey of creating an equitable school environment, they have a profound opportunity to notice the ways that systemic injustice impacts learning and schooling - and design to interrupt that injustice.

11: The Together Leader
Leaders learn how to lead by driving time, creating prioritized, goal-driven schedules and stress-testing their schedules against the school’s mission and goals, leadership roles, and “what happens in real time.”

Fall & Spring Training
In addition to one-on-one monthly coaching, LENS leaders take part in virtual training and school studies on topics relevant to the challenges that leaders face in the fall and spring semesters:

Fall 2021
• Effective and Efficient Observations
• Feedback Cycle: Lesson Execution
• Real-Time Feedback

Spring 2022
• Academic-Driven Culture
• Inspiring and Equipping Adults
• Change Management
• Deep Dive into Systems and Curriculum with a DEI Lens

“LENS affirms leading with heart and passion, which was important to me as a leader of color. Educational inequity won’t be undone in a day, but LENS arms us with the skills for us to be brazen enough to believe that we can end it in our lifetime.”

LaTrina Johnson
Assistant Principal
RePublic High School