



Follow On Support

Coaching and support *for school founders*

To ensure that schools start strong and sustain excellence over time, BES offers Follow On Support (FOS) to school founders in their planning year and first two years of operation.

Program *Components*

FOS consists of several impactful coaching activities – school site visits, weekly coaching calls, remote trainings, document review, and video feedback. Leaders in their planning year also take part in small group intensives that mirror a cohort-based learning experience, led by BES coaches and leaders of high-performing BES schools.

FOS consists of a minimum of 4 hours per month for leaders in years 0-2, broken up into:

- Coaching calls with BES coach to rapidly develop leader skills
- Video feedback and meetings on key moments of leadership - coaching adults, leading PD, hiring, and classroom observations
- Review of leader's documents and systems including vision for academics and school culture, curriculum, schedules, and all operational documents
- Site visit(s) to the leader's school with BES coach (health and safety of travel permitting)
 - Leaders in year 0 receive 1 school visit/year
 - Leaders in years 1-2 receive 4 school visits/year
- Access to FOS resource hub
- **Planning year only:** Monthly cohort-based training webinars led by BES coaches and school leaders

Support *for Founders*

BES coaches provide timely, year-long support to founders on a variety of school-related issues, including:

- Creating strategies for retaining the top teaching talent
- Supporting teacher recruitment, including creative ideas to attract talent in an incredibly tough market
- Reviewing candidate resumes, identifying ideal candidates for next school year
- Participating in phone screens and candidate finalist days
- Analyzing student work to identify simple and impactful next steps for teachers to raise the level of achievement in their classrooms
- Putting resources directly in the hands of leaders - playbooks, operational systems, hiring guides, readiness planning, etc.
- Connecting leaders to fellow BES leaders who are successfully navigating similar challenges due to the COVID-19 pandemic

2022-23 Cost: Cost varies based on age of school and level of support needed.

email info@bes.org *web* bes.org *phone* 617.227.4545

"BES Follow On Support has been absolutely critical to our school success. We were faced with unprecedented challenges over the last two years and I could not have pushed through without the support of my coach. I feel honored to have a mentor that is accessible, relatable, and experienced."

Beatriz Gutierrez, 2016 BES Fellow and Founder, Soleil Academy