



LENS

Equipping leaders to sustain equitable and excellent schools

LENS is a year-long, part-time coaching program that prepares individuals to lead with equity and advance their leadership potential in their schools. LENS is a valuable tool for schools looking to **build the capacity** of their leaders and **strengthen their leadership bench**.

Program Components

- Comprehensive, targeted leadership training for educators in various roles:
 - 5 days of in-person summer training led by LENS Senior Co-Directors; 3 additional virtual training sessions led by Onward and The Together Leader
 - 4 virtual trainings throughout the year, tailored to participants' roles (dates provided by start of program)
- 2 in-person cohort visits to study the practices of excellent and equitable schools
- Monthly 1:1 remote coaching with BES coach, including observations and feedback via live Zoom or recorded video
- Structured network of support with LENS cohort colleagues
- Access to exemplar resources from schools across the U.S.
- Individual Torsh video platform account for virtual coaching
- Leader's choice of skill-building projects based on their school/role

Cost: \$16,000/leader

- Add-on: School site visit from BES coach: *\$2,000*
- Schools that register 3+ leaders receive a 10% discount on the total cost of LENS. See our website for more details.

Ready to register a leader? Visit bes.org/lens to follow our new registration process.

LENS: *Equipping leaders to sustain equitable and excellent schools*

In addition to monthly remote coaching, LENS includes year-long training to prepare educators to lead equitable, high-performing schools. During training, participants will engage in authentic experiences and learn practical and tactical skills to solve a variety of complex school and leadership challenges. Training will take place in-person and in 3-hour virtual sessions throughout the year.

Training *Topics*

Leadership Mindset & Voice

- Developing a leadership presence
- Facilitating courageous conversations
- Setting a mission and vision

Leadership Accountability

- Effective school systems, routines, and procedures
- Inspiring, equipping, and giving feedback to adults
- The Together Leader (organizational systems)

Context Expertise

- Creating a culture of achievement
- Designing professional development
- Driving instruction using data and student work
- Equity in curriculum and instruction

Responsive Leadership

- Creating a strong adult and student culture
- Hiring and retaining staff
- Leading with equity
- Leading change management
- Strategic planning for next school year

Leader *Qualifications*

- LENS leaders hold various roles, including Principals, Assistant Principals, Directors (Ops, Curriculum, Instruction, Culture, etc.), Deans, and Grade-Level and Dept. Chairs. *LENS leaders should hold responsibilities beyond classroom instruction.*
- LENS leaders must be coaching and/or managing adults in schools for at least 2 hours per week or be responsible for a schoolwide program or initiative in the 2022-23 school year to fully access the content of the program.
- LENS leaders are aligned with BES beliefs about excellent, equitable leaders and schools and are available to participate in the full calendar of LENS training.

What's *New*

- Leaders choose their skill-building projects, and when they complete them, based on their work priorities and schedules.
- We've changed the LENS leader evaluation to a mid-year leader reflection, creating a transparent process that allows for two-way feedback.
- We plan to hold 5 days of in-person training instead of entirely virtual modules. Instead of 1 training per semester, we will hold virtual trainings throughout the year.
- We're holding in-person cohort visits to study the practices of excellent and equitable schools.
- We've revised our LENS leader registration process to be easier for the school leader and their LENS participant.

"Building a solid leadership bench is the most critical component of school sustainability. LENS has developed the mindsets, knowledge, and skills of our emerging leaders and equipped them to make a seamless transition from the classroom into leadership roles to help our school stay strong."

Emily Castillo León
Founder and Head of School
Ethos Classical

Register by June 1: bes.org/lens