



## **SCHOOL MANAGEMENT & LEADERSHIP ACCELERATOR**

*How does this program support leaders in various roles?*

# SCHOOL MANAGEMENT & LEADERSHIP ACCELERATOR

The BES Accelerator is an eight-month, cohort-based leadership development program that builds strategic leaders and helps them bring operational excellence to their schools.


This program is for school leaders who manage people or programs, and are in the first five years of their leadership role.

This includes but is not limited to those in roles such as:

- Principals
- Assistant Principals
- Directors of Culture
- Directors of Operations
- Directors of Instruction
- Grade Level Leads

**DID YOU KNOW?**

Investing in early career support for school leaders and those who are in the first five years of a new leadership role has been shown to improve retention and effectiveness.





## What skills will school leaders strengthen through the BES Accelerator?

**HUMAN RESOURCES**

Attracting, Engaging & Retaining Talent: Strategies for Building a Sustainable Talent Pipeline

**BUDGET MANAGEMENT**

Accounting, Budgeting, & Capital Investments: The ABCs of Fiscal Management & Responsibility for School Leaders

**ORGANIZATIONAL BEHAVIOR**

Adaptive and Technical School Leadership Strategies to Effectively Manage Conflict and Change

**PERFORMANCE MANAGEMENT**

Growing Potential and Performance through Coaching and Accountability

**COMMUNITY [CONTRIBUTOR] ENGAGEMENT**

Building Strong and Authentic Partnerships through Empathy, Respect, and Responsiveness

**OPERATIONS MANAGEMENT**

Designing Seamless Systems, Processes, and Workflows that Optimize Operational Efficiencies and Student Performance

# SCHOOL PRINCIPALS

*You would benefit from the BES Accelerator if...*



## HUMAN RESOURCES

You are ultimately responsible for shaping staff culture and ensuring strong hiring, onboarding, and retention practices.

## BUDGET MANAGEMENT

You oversee the entire school budget, set financial priorities, and ensure resource alignment with vision and strategy.

## ORGANIZATIONAL BEHAVIOR

You set the tone for the school's culture and lead through ambiguity, change, and conflict with vision and adaptability.

## PERFORMANCE MANAGEMENT

You are directly responsible for performance across roles and hold high expectations with consistent follow-through.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You lead all external-facing engagement (families, partners, funders) and set the tone for transparency and collaboration.

## OPERATIONS MANAGEMENT

You are responsible for school-wide operational efficiency and ensuring systems support instruction and cultures.

# ASSISTANT PRINCIPALS

*You would benefit from the BES Accelerator if...*



## HUMAN RESOURCES

You often lead recruitment pipelines for specific roles or teams, and you influence staff experience and culture directly.

## BUDGET MANAGEMENT

You manage budgets for specific programs or initiatives (e.g., summer school, tutoring, SEL).

## ORGANIZATIONAL BEHAVIOR

You manage teams and daily conflict while bridging technical responsibilities with responsive leadership.

## PERFORMANCE MANAGEMENT

You often coach teachers or manage operational or cultural teams and need consistent feedback structures.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You interface with families and community stakeholders to address student-specific or programmatic needs.

## OPERATIONS MANAGEMENT

You support the execution of daily systems, i.e. arrival, dismissal, lunch, etc. and often owns special projects or testing logistics.



# DIRECTORS OF CULTURE

*You would benefit from the BES Accelerator if...*

## HUMAN RESOURCES

You play a key role in fostering an inclusive staff culture where retention is tied to wellness, belonging, and alignment to values.

## BUDGET MANAGEMENT

You manage a budget for culture-building programs to ensure that resources are allocated strategically, equitably, and in alignment with school values.

## ORGANIZATIONAL BEHAVIOR

You navigate interpersonal conflict, model emotional intelligence, and support staff and student dynamics.

## PERFORMANCE MANAGEMENT

You coach staff on behavior management, student engagement, and culture building.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You facilitate strong family-school partnerships around behavior, SEL, and school culture.

## OPERATIONS MANAGEMENT

You plan community events, student programs, or staff culture activities that require operational know-how to ensure systems run smoothly and reinforce a positive school climate.



# DIRECTORS OF OPERATIONS

*You would benefit from the BES Accelerator if...*



## HUMAN RESOURCES

You support hiring logistics, systems, and compliance; and you collaborate closely on operational aspects of onboarding.

## BUDGET MANAGEMENT

You are the primary owner of day-to-day budget management and financial planning that are essential for compliance and efficiency.

## ORGANIZATIONAL BEHAVIOR

You must balance adaptive responses (e.g., team tension, school climate) with technical efficiency.

## PERFORMANCE MANAGEMENT

You coach staff and set clear performance expectations to build teams that support both instructional and non-instructional teams.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You support logistics, communication systems, and customer service for families and staff.

## OPERATIONS MANAGEMENT

You own the majority of operations systems and lead continuous improvement across workflows.





# DIRECTORS OF INSTRUCTION

*You would benefit from the BES Accelerator if...*

## HUMAN RESOURCES

You are responsible for attracting and developing strong instructional talent, particularly in content-specific areas.

## ORGANIZATIONAL BEHAVIOR

You manage instructional teams and data conversations. You also lead people and systems with strategic clarity.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You engage families around academic progress, curriculum nights, and instructional decisions.

## BUDGET MANAGEMENT

You help prioritize academic spending and makes data-informed purchasing decisions.

## PERFORMANCE MANAGEMENT

You are the primary coach of teaching staff. You need tools for observation, feedback, and data-informed development.

## OPERATIONS MANAGEMENT

You need to understand how operations support instructional time, testing, and intervention blocks.



# GRADE LEVEL LEADS

*You would benefit from the BES Accelerator if...*



## HUMAN RESOURCES

You influence staff experience through peer leadership, modeling best practices, and contributing to team retention.

## ORGANIZATIONAL BEHAVIOR

You need tools to manage peer conflict, advocate for teams, and navigate leadership challenges without authority.

## COMMUNITY [CONTRIBUTOR] ENGAGEMENT

You serve as a point of contact for families, and you model relationship-building within your team.

## BUDGET MANAGEMENT

You oversee discretionary budgets for grade-level supplies, activities, or events. You believe you would benefit from understanding budget basics.

## PERFORMANCE MANAGEMENT

You provide peer feedback, support informal coaching, and set the tone for grade-level accountability.

## OPERATIONS MANAGEMENT

You lead or monitor daily routines, transitions, and grade-level events that require operational clarity.



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Learn more & apply:  
[bes.org/programs/accelerator](https://bes.org/programs/accelerator)

**2025 Cohort Deadline: August 15, 2025**  
**Program begins September 2, 2025**

