

Turnaround Leadership Development Program Provider Information: 2020-21

Provider Name	Ed Direction
Contact Person	Hollie Pettersson
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Link to Program Information on Provider Website	Eddirection.org
Provider Contact Required Before Submitting EASI Application?	Leaders should select Ed Direction when they are ready to have outside support to help them execute intentional, deliberative and hard work. It is not required to contact us before submitting the EASI Application, though we welcome the discussion to field questions and clarify how our partnerships look.

Program Overview	<p>The Ed Direction team believes that the most powerful way to impact student learning is to invest in the expertise of educators, with an unflinching focus on doing the hard work together. Approved as an Advisory List of Providers in Turnaround Leadership Development, Instructional Transformation, Talent Development, Culture Shift, Leadership Training, Ed Direction has provided school improvement consulting services on a national level since 2007. The average preliminary proficiency gains after one year of partnership with our team includes 5% proficiency gains in English Language Arts and 8% proficiency gains in math.</p> <p>In the area of leadership development, Ed Direction provides professional learning seminars, modeling, coaching site visits, implementation support and peer consultancy for school leaders. We use multiple technology tools to help them organize and to provide additional supports to participants.</p> <p>Ed Direction’s leadership Theory of Action is that: If effective school leaders consistently develop their personal characteristics (e.g., forming relationships of trust) and technical capacity (e.g., ensuring quality teaching) and apply those skills in a systematic way, school leaders may develop the full range of abilities that success requires. A system of rapid improvement cycles with an emphasis on deliberate practice creates a multiplier effect, resulting in true collective efficacy and optimal growth.</p> <p>We understand that it is not realistic to expect school leaders to pay equal attention to all the potential options for improvement strategies. Therefore, our transformation model calls for selecting fewer, higher-leverage initiatives, and implementing them well. Critical steps in this process include implementation planning; determining objectives and key results customized to the school context and the leader; deliberate practice; and regular reflection on progress. Additionally, we are best suited for teams of leaders rather than individuals. Our ideal structure to support durable change includes leadership coaching with a principal, engagement with a school’s LEA, and opportunities to support effective meeting practices and evidence-based leadership strategies with a school leadership team.</p>
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<p>Program Areas of Focus</p>	<ul style="list-style-type: none"> • Turnaround Leadership Development • Instructional Transformation • Talent Development • Culture Shift • Leadership Training <p>We will customize professional learning and coaching to the school context. Our recommendation includes:</p> <ul style="list-style-type: none"> • 6 professional learning sessions in a cohort model at regional locations • OKR capstones each spring where school leaders showcase progress towards their customized goals • Site visits to the school, one in fall and one in spring • Learning showcases where leaders learn from one another on site at schools • Peer consultancy which is structured around virtual problem solving sessions with fellow school leaders that lead to meaningful improvement • Appraisal annually at the beginning of a partnership to collect comprehensive information about the school context and how to best support durable school improvement through leadership learning • Implementation planning to bring the appraisal findings to life through implementation plans (ideally quarterly or every other month) • Leadership coaching with individual leaders, virtually <p>Ed Direction includes learning spaces and the online meeting platform, Ed Thrive, to maximize the time teams spend together and ensure school partners are never left reinventing the wheel</p>
<p>Program Location</p>	<p>The Ed Direction team will combine regional training with on site and job-embedded coaching and professional learning. The locations for regional professional learning will be finalized once school partners are confirmed. Additionally, locations will be customized for the school and district partners.</p>
<p>Program Duration</p>	<p>Ed Direction will create a customized annual contract with renewal opportunities each year. Ideal partnerships will last at least three years to ensure durable implementation can occur.</p>
<p>Program Touch Points</p>	<p>Ed Direction’s school transformation model is tailored to the school context through steps that include understanding the school’s needs, selecting priorities that target root causes, supporting educators to implement new strategies and developing structures for ongoing adjustment of the plan. Ed Direction uses Rapid Improvement Cycles to differentiate its services to a specific school context.</p>
<p>Participants this Program will serve</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Teachers <input checked="" type="checkbox"/> Aspiring Leaders <input checked="" type="checkbox"/> Current Principals <input checked="" type="checkbox"/> District Staff <input checked="" type="checkbox"/> Principal Supervisors <input type="checkbox"/> Other:

<i>Number of Seats Available summer or fall 2020</i>	Our team can serve an additional 5 districts and 20 schools immediately.
<i>Cost per Participant</i>	Based on the structure of customized learning, annual partnership fees range between \$30k – 200k, honoring the parameters of funding the CDE has established. Please connect with an Ed Direction partner to learn more
<i>Application Process, Timeline, Due Dates</i>	Ideally, our partnership will begin the summer before the 2020-2021 school year but we are flexible with timing.
<i>Credential Issued (if any)</i>	<input type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Certificate of Completion <input type="checkbox"/> Type D License <input type="checkbox"/> Other: