THE LATINA WOMEN’S ADVANCED LEADERSHIP PROGRAM

Supporting the development of exceptional Latina female school leaders

Created to provide tailored development and support to America’s growing pool of senior female school leaders, the Advanced Leadership Program is enabling the advancement of high potential Latina women across all school sectors. During a career-defining six month journey, participants accelerate their career potential and become part of an exclusive cohort of exceptional female leaders.
BACKGROUND

Currently 52% of U.S school principals are women but only 6% are Latina women, mainly located in California, Texas and Florida. The Latina Women’s Advanced Leadership Program aims to highlight the game changing-role of Latina women within the U.S School System and provide high quality leadership development sympathetic to their unique challenges and opportunities.

Background and rationale for the program and increasing the representation of Latina women leaders within U.S schools:

• Latino students continue to suffer low graduation rates; however, studies have shown that minority students who feel culturally represented by their leaders have higher levels of school attendance, fewer dropouts and better academic outcomes.

• According to the state of higher education report (2015), Latinas who have been effective as principals, within majority Latino school students, have achieved outstanding improvements in the schools. We need to build upon and broaden this work.

• According to American Institute for Research, the majority of students in the 100 largest school districts are Latino.

Why having more Latina leaders can have a positive impact for superintendents:

• An increase in Latina leaders will significantly help to accomplish superintendent goals in highly Latino school districts.

• Female superintendents will have increased support from Latina women leaders in schools with majority Latino students.

• Latina leadership is highly diverse and inclusive by nature and Latina leaders can play a pivotal role as integrators who understand and champion diversity within their schools.

• The development of a network of Latina leaders within the broader school system will help guide superintendents in understanding the deeply diverse needs of the Latino community and create improved outcomes for students.
OVERVIEW

The facts are undeniable; today's schools are dynamic, challenging, volatile and often frustrating workplaces, and yet they remain one of the world's most rewarding.

Leading these complex, multifaceted organizations requires a strong sense of moral purpose, a fierce will to succeed and an unwavering desire to make a difference in the lives of students. The leaders of today's schools must expertly balance the competing needs of a highly complex stakeholder group in order to deliver on their mission of providing quality education in a safe, supportive and enriching environment.

The Latina Women's ALP is an integrated development platform focusing on the interpersonal and behavioural dynamics associated with a senior leadership position. Delivered over a six month period to ensure minimal disruption to participant's workload, the program combines rich, multimedia presentations and engaging peer level discussion with user friendly toolkits and activities.

During the program participants engage in a deep exploration of their own strengths, weaknesses and opportunities as they relate to school leadership. The program equips leaders with the insights, skills and confidence to accelerate their own career progression as they simultaneously strengthen the performance of their colleagues and their school.

Working collaboratively within a cohort of their peers, participant's share their insights and experiences and explore the ever changing role of leadership within the school community. In addition to delivering high impact professional development, the program sets out to create powerful, lifelong professional networks and friendships between participants.
I found all the modules relevant, up to date with the latest research and authentic to my needs as a leader. The program was well paced and the video clips were perfect for my learning style. I enjoyed the interaction with the other course participants and still stay in regular contact with my buddy/coach. I was very engaged with all of the ideas and embraced the learning every step of the way. I would recommend this style of leadership education to anyone involved in a leadership role.

DYANE STOKES, DEPUTY PRINCIPAL
TYPICAL PARTICIPANT PROFILE

The Latina Women’s ALP has been developed to meet the needs of a senior cohort of Latina female school leaders. Accordingly, participants are expected to hold or be actively working towards a senior leadership role within their school. Admission into the program is at the discretion of the NESLI Admissions Committee. In some cases written endorsement from a senior colleague may be requested in order to gain entry to the program.

KEY LEARNING INTENTIONS

Senior leadership is the process of strategically influencing and guiding an organization towards meeting and ultimately exceeding its core objectives. At a school level, this translates into achieving the best possible outcomes for students through providing ongoing direction for staff, pioneering innovation and change in learning and teaching practice and establishing a safe, supportive and enriching environment.

The learning intentions for this program are:

• Develop the capabilities to lead successfully in the contemporary school environment.
• Leverage existing leadership capabilities and extend and engage in a process of continuous self-development.
• Apply the learning gained from case-based scenarios and adaptive leadership principles to broader contexts.
• Provide opportunities to work with peers to test assumptions, explore strategies and refine approaches to common issues.
• Facilitate growth in others.
• Support the application of learning to school practices and context.
• Embrace a transformational ‘leader as learner’ mindset.

“I learnt to stop and take time for myself and importantly to reflect on my practice as a school leader. I really enjoyed getting to know the other participants and having meaningful learning discussions with the group. Ultimately, the course enabled me to grow as a leader and be proud of who I am. Thank you for my new knowledge and the comfort that I feel in my personal, professional skin.”

SUE CANNON, PRINCIPAL
PARTICIPANT EXPERIENCE

The Latina Women’s ALP is an integrated development program that focuses on the critical dimensions of effective senior leadership within the schooling context. The program employs an integrated learning methodology combining expert tuition, peer knowledge sharing, practical workplace application, and guided personal thought and reflection. The program is delivered part-time over six months to ensure participants have time to fully integrate their learning into their everyday practice.

CAPABILITY ASSESSMENT

Participants undertake a capability assessment to evaluate their ability and confidence in key areas. Results from this simple assessment support each participant to develop a personal action plan to help them achieve their developmental objectives.

INTERACTIVE ONLINE SESSIONS

Throughout the program participants engage in seven live webinar sessions, focused on rich discussion and debate, relevant to each topic area. Accessible from any mobile or desktop device, and conducted outside of regular classroom hours, these sessions create a regular connection point enabling collaborative exploration of key ideas and concepts.

ADAPTIVE LEADERSHIP CHALLENGES

Throughout the program, participants take part in a number of adaptive leadership challenges. By contextualizing major themes within real world situations, the challenges reinforce key learning and equip participants to operationalize new approaches.

PEER COACHING

During the program participants enter into a peer coaching partnership with a co-participant. The peer coaching process is an important element within the program enabling participants to hone their skills as role models and coaches within their school.

SELF-DIRECTED LEARNING

Throughout the program, self-directed learning content is accessible via our state of the art online learning management system (LMS) allowing participants to engage with it at any time from any device. Content includes high quality video tutorials, ‘best practice’ leadership literature, experiential activities and reflective tasks. Throughout the program, participants are also free to connect with each other 24/7 via the LMS and discuss ‘top of mind’ issues.
NESLI’s ALP program has had a profound impact on my career, and has been without a doubt the best professional course I have ever done. I did the ALP whilst I was a deputy principal, and the skills and confidence that I gained throughout the program gave me the self-belief to apply for and get the position of principal. Don’t hesitate to do this program! It is interesting and invigorating but most importantly extremely helpful.

JULIETTE KEEFE, PRINCIPAL
During the program, participants are constantly prompted to reflect on the program content and themes in three distinct ways; how the concepts addressed directly impact their leadership capability, how they can be extended to their team members to make them more effective and how they can be adapted for use in the classroom. This process helps to ensure participants build up a comprehensive and sustainable ‘toolkit’ for developing those around them during and after the program.
PROGRAM THEMES EXPLAINED

MINDFUL AND AUTHENTIC LEADERSHIP
The first theme introduces participants to a values-based operational framework as they explore the relationship between personal authenticity and effective performance. Participants take a deep dive into the traits and behaviors that define exceptional leaders in today’s society, and consider how to synthesize their personal aims and objectives with that of their role in order to optimize their impact and stay focused on their goals.

CONFLICT AND FEEDBACK, THE DNA OF PERFORMANCE
When handled effectively, conflict leads to a better awareness of other people’s feelings and can be highly productive. The second theme approaches conflict and feedback as proactive performance management tools and fundamental ingredients in effective communication.

MASTERING INFLUENCING AND NEGOTIATION
Our ability to effectively influence and negotiate with others is fundamental to success in all areas of life. As leaders we use these skills every day to settle differences and achieve optimal outcomes for our school. This theme will explore the psychology involved in influencing others and negotiating for a particular outcome.

LEADING INNOVATION AND CHANGE
This theme focuses on the leadership qualities involved in driving innovation and change. Using a case study approach, participants explore the way in which innovation and change are inextricably intertwined. Participants then examine leadership challenges during times of crisis, gaining an understanding of the way in which they can help build a flexible, agile organization.

CREATING MY PATHWAY
As our everyday environments increase in complexity it is easy to become distracted by the immediate at the expense of what’s truly important. The final theme centers on developing a coherent and dynamic ‘game plan’ for future career and life fulfillment. Within the context and expectations of their own workplace, participants consider the steps required to fully realize their career potential.

“The ALP was thought-provoking, inspiring and useful. It has been extremely valuable in enhancing my skill set as a leader and gave me lots of information about different strategic leadership approaches. The utilization of new thought processes and strategic planning has been incredibly useful, and I have shared a lot of what I learnt with the staff.”

KAREN COWIE, DEPUTY PRINCIPAL
ENGAGING AND ACCESSIBLE LEARNING

The NESLI e-Learning system stands at the very forefront of integrated digital learning technology and marries the very best of connected dialogic learning with easy to use and highly accessible online environments.

SIMPLE AND ACCESSIBLE

Anyone who has previous experience using Facebook, Skype and Microsoft Word already has all the technology and skills needed to excel in the online environment. By focusing on simplicity, accessibility and engagement we create highly immersive learning experiences flexible enough to meet the needs of 21st century learners.

INTERACTIVE AND ENGAGING

Live online sessions are designed to create maximum interaction between participants and facilitators. Focused on rich discussion and healthy debate the live sessions quickly become an integral place for participants to reinforce their learning and share their experiences. The NESLI e-Learning system also includes:

- High quality multimedia and video tutorials.
- Live participant discussion boards.
- Asynchronous discussion-driven task-work.
- Work integrated activities.
- Recordings of live webinars.
- Learning analytics and tracking.
- Online community of practice.

INDUSTRY LEADING LEARNER SUPPORT

Our high-touch approach to learner engagement and support is an essential component of NESLI’s market leading completion rates. During the program our engagement and support specialists undertake a highly detailed process intended to ensure each participant feels supported and nurtured throughout the learning cycle.

ROBUST MEASUREMENT AND EVALUATION

NESLI believes in the importance of professional and academically robust evaluation. Process and participatory evaluation mechanisms, overseen by qualified experts, mean that our programs are continuously in a process of review and development.
Valeria Silva, former superintendent of one of the largest urban school districts in Minnesota, has been longtime leader on raising the importance of racial equity in public schools to provide opportunities to all students. Her courage, drive, innovative vision, and focus in personalized instruction using technology as a tool have made her stand out as an educational leader in the United States for the last three decades.

Before becoming superintendent she spent her career working in different roles in the educational system. From classroom teacher, to administrator, to state department official, to consultant, always bringing her previous experiences to ensure all voices were heard while transforming educational systems. Uniquely, Ms. Silva came to the United States from Chile in the early 1980’s with limited English skills. She considers herself an English language learner which makes her even more aware of the difficulties and incredible opportunities new comers face in United States educational system.

Her outstanding work has been awarded several national and international recognition awards, such as “Dr. Effie H Jones Humanitarian” by The School Superintendent Associations (AASA); “Outstanding Contribution for English Language Learners Achievement” by the Council of Great City Schools (CGCS); “Leaders to Learn From” by Educational Week; “100 Mujeres Líderes de Chile” by El Mercurio; and “10 Chilenos que Están Cambiando el Mundo” by Televisión Nacional de Chile.

In the last 22 months Ms. Silva has focused her work in helping to improve the educational and leadership system of Latinos in Puerto Rico. She has provided professional development to hundreds of Latino educators and is currently delivering executive coaching to Superintendents in Puerto Rico.
ENROLLMENT, INQUIRIES AND FEES

APPLICATION/ENROLLMENT PROCESS

All applicants enrolling into the program must satisfy NESLI’s admissions criteria and adhere to standard admissions policies and procedures. Enrollments are at the discretion of the NESLI Admissions Department. Enrollment details may be obtained by contacting the NESLI Admissions Department. Interested parties are required to complete a program Application Form which may be obtained by contacting the NESLI Admissions Department on the details below.

FEES

ENROLLMENT FEE: $2500

The enrollment fee covers all tuition, program related materials and access to the NESLI online learning portal.

PROGRAM ENQUIRIES

To discuss the program in greater detail contact the NESLI Admissions Department on:

Phone: 844 652 5944
Email: info@nesli.education
Website: www.nesli.education
ABOUT NESLI

The National Excellence in School Leadership institute (NESLI) offers responsive and high quality professional learning programs that focus on school leadership. NESLI provides school leaders with the skills, knowledge, frameworks, and confidence to thrive in the complex leadership challenges they face in today’s school environment. NESLI’s professional learning programs enable educational leaders, schools, school districts and state departments to benefit from rigorous and evidence-based research, and to be informed by an exclusive network of global leaders, facilitators, practitioners, and scholars. Every year hundreds of individuals across the K-12 education system connect through NESLI’s online learning platform to work collaboratively with their peers to develop their leadership capacity and capability. NESLI also works in partnership with the AASA (the school Superintendents Association), to support the future of leadership at both a school and district level. NESLI undertakes work in all school sectors across the country and has an ever increasing presence in school sectors throughout Australia, New Zealand, Asia and Europe.

PATHWAY TO A WORLD STANDARD MASTERS QUALIFICATION

An academic partnership between NESLI and Lesley University is now enabling teaching professionals across the USA to gain credit towards the Master of Education, Individually Designed through their participation in the Advanced Leadership Program.

Under the partnership, Advanced Leadership Program graduates are able to apply 6 elective credits (2 courses) towards the internationally respected Master of Education, Individually Designed. Importantly, the Master of Education, Individually Designed is offered fully online enabling teaching professionals from across the country to realise a world standard advanced degree qualification. Interested parties must complete the Advanced Leadership Program in line with established criteria and satisfy Lesley University statute, regulations, policies and procedures. For more information please contact the NESLI Admissions Department.
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