



THE ALLIANCE FOR
DIVERSITY & EXCELLENCE

2020-2021

Senior Leadership Cohort

The ADE Senior Leadership Institute is a highly selective 8-month educational leadership fellowship that provides the technical and adaptive knowledge and skills, as well as on-going coaching and support resources, necessary to prepare current school leaders into highly effective senior leaders within charter management organizations, traditional school districts, and comparable educational leadership settings. This unique fellowship identifies promising and talented leaders of color and enhances their ability to make transformational and lasting change within the current educational landscape of the Greater New Orleans region and surrounding areas.



About the Cohort

EACH YEAR 10-12 CURRENT SCHOOL LEADERS ARE SELCETED THROUGH A FORMAL APPLICATION PROCESS

Candidates considered must meet the following criteria of eligibility:

- Show alignment to the mission of ADE
- Work/serve within a public or private school (or central office/district position) located within Orleans Parish School Board (OPSB), Jefferson Parish, or St. Bernard Parish
- Possess 2-3 years of formal leadership experience as a school-based administrator or central office administrator managing adults or a team
- Display a strong commitment to the Greater New Orleans area
- Possess a desire to serve in a senior level leadership role within a CMO, traditional public school district, the Louisiana Dept. of Education or other comparable educational leadership setting
- Present 2 letters of recommendation from supervisors or leaders and complete a phone interview with an advisory committee

What you're committing to:

- 2-5 hours of professional development/events per month for a 8-month period of time (academic calendar year)
- Monthly check-ins with a mentor
- At least one job shadowing experience
- Travel to observe schools out of state (~3 days)
- Monthly assignments tied to modules
- A Capstone Project Executive Summary and Presentation at the end of the program
- Attending ADE events tied to the Cohort: Mentor Dinner, Cohort Meet & Greet, Mentor Panel, and the ADE Gala
- A \$1250 participation fee from your school or CMO



Professional Development Workshops

What to expect:

- Each session will be taught by leading local experts and practitioners within the specified domain of study designated for each individual workshop
- Dinner will be provided to SLI fellows during each PD workshop

Assignments:

- Each module will come with an accompanying performance task or reflection
- Capstone Project Executive Summary and Presentation

We have six modules:

PERSONAL LEADERSHIP

Personal inventory (360 Survey); self-awareness with leadership; emotional intelligence; leadership styles & orientations; self-care as a leader; public speaking

CULTURAL RESPONSIVENESS

The history of racism in education; exploring implicit biases, privilege, colorism, & classism; creating culturally relevant classrooms

POLITICAL ACUMEN

Power, influence & organizational politics; networking & relationships; advocacy & organizing

PERFORMANCE MANAGEMENT

Vision-setting & core values; organizational structure; best practices in hiring & termination; coaching & development of leaders; ethics

INSTRUCTIONAL LEADERSHIP

Frameworks for excellent teaching; instructional coaching (including goal-setting and decision-making); leading adult professional development

FINANCE

Understanding school budgets & income; fiscal responsibility; resource allocation



Mentorship

What to expect:

- Fellows will be matched to a local mentor figure
- Each mentor is currently or has previously served within a senior leadership position within a K-12 setting, particularly within CMOs, given the current educational landscape of Greater New Orleans
- SLI fellows may reach out to their assigned mentors outside of the allotted SLI fellowship meeting times per the discretion and preference of the mentor
- Mentors are resources for sharing information about their own career paths, as well as providing guidance, motivation, emotional support and role modeling. A mentor may help with exploring careers, setting goals, developing contacts, and identifying resources.
- Once assigned, SLI fellows may not change or shift mentor assignments unless granted permission

Assignments:

- Monthly phone calls (min. 30 minutes)
- A job shadowing experience



Field Experiences

What to expect:

- **SITE VISIT ONE:** In the first semester of the year, SLI fellows will have the opportunity to independently attend a site visit aligned to the content of the modules (Examples: attend an OPSB meeting, a charter board meeting, or an educational forum/community event). Note: ADE events do not count toward your independent field experience.
- **SITE VISIT TWO:** In the second semester of the year, SLI fellows will have the opportunity to travel outside of Louisiana to attend high-performing schools and networks for a guided tour and walk-through of systems.

Assignments:

- Self-reflections at the end of each field experience



Program Calendar

CALENDAR DATES WILL BE FINALIZED IN SUMMER 2020

September 2020:

- **Saturday:** SLI Orientation (including Module #1 Professional Development)

October 2020:

- **Wednesday:** Mentor Dinner
- **Wednesday:** Module #2 Professional Development

November 2020:

- **Wednesday:** Module #3 Professional Development

December 2020:

- **Thursday:** ADE Meet & Greet for the SLI Cohort/
Holiday Social
- **Wednesday:** Module #4 Professional Development

January 2021:

- **Wednesday:** Mentor Panel/ADE Meeting
- **Wednesday:** Module #5 Professional Development

February 2021:

- **Wednesday - Saturday:** Travel Field Experience

March 2021:

- **Wednesday:** Module #6 Professional Development
- **DEADLINE:** Capstone Executive Summary

April 2021:

- **Wednesday:** Capstone Project Presentations
- **Friday:** ADE Gala

