

Leadership Team Institute | July 2025–June 2026



Maximize your leadership team's impact on teaching and learning

Leadership teams matter. Effective school leadership is one of the primary factors that influence student learning, and we believe must be a team effort to be successful.

Developing high-functioning leadership teams requires intentionality and a clear understanding of what learning leadership truly looks like in schools. Effective leadership teams create a consistent vision and alignment, ensure multiple perspectives are at the table to solve unique challenges, and share the responsibilities and workload required of leaders.

Learning Forward's **Leadership Team Institute** provides a unique and innovative opportunity for school and district leaders to engage in a yearlong program as a vertical leadership team focused on implementing evidence-based policies and practices that address key challenges, improve educator and team practices, and increase student success.

Leadership Team Institute Outcomes

The yearlong Leadership Team Institute is for teams* committed to working collaboratively on a problem of practice that is unique to their school or district. Through in-person convenings, virtual whole-group sessions, and customized coaching sessions, participating leadership teams will:

- Grow individual and collective leadership practices as defined by the Standards for Professional Learning, the Professional Standards for Educational Leadership (PSEL), the research report *How Principals Affect Students and Schools* (2021), and research on change leadership;
- Create a comprehensive leadership team action plan to support implementation of evidence-based practices and policies that address relevant problems of practice and improve educator practice and student outcomes at the school and district levels; and
- Participate in a national, multi-district learning network of like-minded leaders to share common challenges and effective strategies.

**Four-person teams are recommended but teams of up to six will be accepted for an additional, pro-rated fee. Discretion will be given to the roles represented on each leadership team. For example, teams can consist of a principal, assistant principal, and teacher leader from a single school, along with a district principal supervisor/director of leadership; or a team may include a principal, two teacher leaders, and a district leader.*

2025-26 LTI Programming

The Leadership Team Institute takes place from July 2025 through June 2026 and includes:

- Two, in-person convenings:
 - July 2025: Location TBD
 - December 2025: at Learning Forward's 2025 Annual Conference
- Eight virtual coaching sessions with national leadership experts
- Two days of complimentary registration to attend Learning Forward's 2025 Annual Conference in Boston, MA to learn from national experts and peers
- A 1/2 day virtual convening in June, 2026 to celebrate team successes and key learnings
- Access to a suite of leadership and professional learning tools and resources curated by Learning Forward

2025 LTI Virtual Information Sessions

- January 8, 2025: 3:30-4:30pm ET
- February 5, 2025: 3:30-4:30pm ET

Lessons Learned from Programming: Year 1

The Leadership Team Institute prioritizes continuous learning for both the district teams and our programming team. Some lessons around this work include:

- Team readiness benchmarked against characteristics of highly effective teams is a paramount foundation that teams must address honestly and head-on
- Early wins are important for setting the stage for successful longer-term work
- Teams grapple with acknowledging the broader problem and how it relates to the problem of practice
- Districts appreciate the LTI model, which includes sessions in in-person and virtual settings; further, they appreciate opportunities for coaching as well as team-alike and role-alike groups in these settings

"The Leadership Team Institute was a great opportunity to engage and collaborate with others. One of the key components I enjoyed was the ability to reflect while we focused on a deeper dive into the structures of the instructional leadership team and what has led to its success. The institute experience was powerful in the sense it provided me as a principal supervisor the ability to listen, reflect, and better support my schools."

- Ducarmel S. Augustin, Director, Teaching and Learning, Lauderdale Manors Early Learning & Research Center (Fla.)

Leadership Team Institute Project Team

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School leaders have a major impact on student achievement and schoolwide improvement, but they can't achieve success by acting alone. Excellent results require a team effort. High-functioning leadership teams are built intentionally and are, on average, five times more productive than average teams.

(McKinsey & Company)

For more information including cost or programmatic inquiries, contact Dr. Paul Fleming: paul.fleming@learningforward.org
