

KIPP: SCHOOL LEADERSHIP PROGRAMS



Fisher Fellowship Program Goals & Scope and Sequence

2015-2016

2015-2016 FISHER FELLOW PROGRAM GOALS

		Competency	Cohort Program Goal
Drive Results	DR1	Achievement Orientation	Set school-wide goals and create structures to monitor progress and facilitate a data driven school culture that drives overall health of the school.
Build Relationships	BR1	Self-Awareness	Strengthen self-awareness of one's strengths and areas of growth, understand its impact on self and others, and adapt accordingly.
Manage People	MP1	Direction-Setting	Establish and align a clear school vision, mission, and values, and define how it will be operationalized.
	MP2	Performance Management	Establish a performance management system that develops and retains top talent.
	MP3	Talent Development	Establish a system that recruits and selects top talent who are aligned to the school's mission, vision, and values.
Role Specific Competencies	IL1	Instructional Leadership	Establish a vision for academics and school culture that is aligned with the school's mission, vision, and values, and define how it will be operationalized.

2015-2016 FISHER FELLOW PROGRAM SCOPE AND SEQUENCE

Event/ Date	Day	Date	AM PM FULL DAY	Session Title	Topic	Program Goals					Vital Behaviors					
						Achievement Orientation	Self Awareness	Direction-Setting	Performance Management	Talent Development	Instructional Leadership	Teach & Insist	Prioritize & Execute	Engage Your Lifelines	Renew To Get Stronger	
						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4	
An Introduction to the Fisher Fellowship Orientation (Houston) Fri, May 16 - Mon, May 18 2015	Sat	May 16th	AM	Building Lifelines and Strengthening the Network	Team-Building		X							X		
	Sat	May 16th	PM	Norms, Rituals, and Routines	Norms, Rituals, Routines		X							X		
	Sat	May 16th	PM	KIPP Case Study, Part 1	Case Study		X	X								
	Sun	May 17th	AM	KIPP Case Study, Part 2	Case Study		X	X								
	Sun	May 17th	AM	Fisher Fellowship Overview	Program Overview											
	Sun	May 17th	PM	Leveraging the Language of Leadership	LCM, HISLA, VBs							X	X	X	X	
	Sun	May 17th	PM	Connecting Leadership to Success and Sustainability	Connecting development to the LCM, HISLA, VB							X	X	X	X	
	Mon	May 18th	AM	Text Study	Text study		X									
	Mon	May 18th	AM	Orientation Reflection	Reflection Session		X								X	

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4
Leading for Equity Summer Institute (Chicago) Tues, June 16 - Fri, June 19, 2015 Week 1	Tue	June 16th	AM	The Role of Social Capital in Transforming Communities and Schools	Cultural Competence		X	X							X
	Tue	June 16th	AM	Leading for Equity	Cultural Competence		X	X							X
	Wed	June 17th	FULL DAY				X	X							X
	Thu	June 18th	FULL DAY				X	X							X
	Fri	June 19th	AM			Building Accountability in Your Learning Team	Introduction to Learning Teams								X
	Fri	June 19th	AM	360 Overview and Introduction to Your Leadership Guide	Leadership Guides		X							X	X
	Fri	June 19th	PM	Leadership Leverage: Emotional Intelligence and Personality Perspectives	EQ/MBTI		X							X	X

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4				
Big Picture Planning Summer Institute (Chicago) Mon, June 23 - Fri, June 26, 2015 Week 2	Mon	June 22nd	AM	The Big Picture	Opening Session			X											
		June 22 - 26	AM	Organizational Alignment	Organizational Alignment			X											
		June 22 - 26	AM	Decision-Making	Decision-Making/ Bias	X						X	X						
		June 22 - 26	PM	Organizational Culture and Cultural Leadership	Organizational Culture			X					X						
		June 22 - 26	AM	Negotiation and Conflict Management	Negotiations					X		X							
		June 22 - 26	PM	Power and Influence in Organizations	Dimensions of Power			X				X							
		June 22 - 26	FULL DAY	Leadership, Individuals, Groups, and Teams	Leading Individuals, Groups and Teams			X				X	X						
		June 22 - 26	AM	Organizational Structure	Organizational Structure			X				X	X						
	Thu	June 25th	PM (evening)	Telling Your Story	Telling Your Story		X												
	Fri	June 26th	PM	Closing	Closing Reflection Session		X						X						

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4	
Setting Vision and Instructional Planning Summer Institute (Chicago) Mon, June 30 - Thu July 2, 2015 Week 3	Mon	June 29th	AM	SDP Session	Introduction to SDPs			X					X			
	Mon	June 29th	AM	Leading for Change: Mission and Vision and Values	Mission, Vision and Values			X					X			
	Mon	June 29th	PM					X					X			
	Mon	June 29th	PM (evening)	Telling Your Story	Telling Your Story		X									
	Tue	June 30th	AM	Leading for Change: Mission and Vision and Values	Mission, Vision and Values			X						X		
	Tue	June 30th	PM	Academic Strategies and Instructional Blueprints	Academic Strategies Pyramid and Instructional Blueprints			X			X			X		
	Tue	June 30th	PM (evening)	Telling Your Story	Telling Your Story		X									
	Wed	July 1st	AM	Academic Strategies and Instructional Blueprints	Academic Strategies Pyramid and Instructional Blueprints			X			X					
	Wed	July 1st	PM	Conceptual Understanding (Math)	Instructional Methods			X			X					
	Thu	July 2nd	AM	Conceptual Understanding (Math)	Instructional Methods			X			X					
	Thu	July 2nd	PM (afternoon)	Telling Your Story	Telling Your Story		X									

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4
Tying it All Together Summer Institute (Chicago) Mon, July 6 - Fri, July 10, 2015 Week 4	Mon	July 6th	FULL DAY	Expanding the Circle: Leadership, Management, Instruction and Culture	Dave's Week		X		X	X	X	X	X	X	X
	Tue	July 7th	FULL DAY				X		X	X	X	X	X	X	X
	Wed	July 8th	FULL DAY				X		X	X	X	X	X	X	X
	Thu	July 9th	FULL DAY				X		X	X	X	X	X	X	X
	Fri	July 10th	FULL DAY				X		X	X	X	X	X	X	X
Presenting V/M/V KSS (Anaheim) Mon, Aug 3 - Wed, Aug 5, 2015	Mon	Aug 3rd	FULL DAY	SDP Presentations	SDPs			X		X					
	Tue	Aug 4th	AM				X			X					
	Tue	Aug 4th	AM	Marketing and Branding	Marketing and Branding			X							
	Tue	Aug 4th	PM	New School Visit Orientation	New School Visit Orientation							X	X		
	Wed	Aug 5th	AM	Residencies	Introduction to Residencies		X						X		
	Wed	Aug 5th	AM	Maximizing Your Fisher Fellow Experience	School Leader Panel		X							X	

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4
Recruiting, Selection, and Managing Adults Intersession I (Newark) Wed, Sept 16 - Sun, Sept 20, 2015	Wed	Sept 16th	AM	Creating an Effective Selection Process	Selection Process					X					
	Wed	Sept 16th	PM	Effective Interviewing	Interviewing					X					
	Wed	Sept 16th	PM	Recruitment Panel: Recruiting High Quality Talent	Recruitment					X		X			
	Thu	Sept 17th	AM	Haberman Star Teacher Interview	Haberman Interview					X		X			
	Thu	Sept 17th	FULL DAY	Performance Management	Performance Management			X	X			X	X		
	Fri	Sept 18th	FULL DAY					X	X			X	X		
	Sat	Sept 19th	FULL DAY	Instructional Coaching	Instructional Coaching				X	X		X	X		
	Sun	Sept 20th	FULL DAY					X	X		X	X			
Instructional Planning and Data-Driven Decision-Making Intersession II (Washington DC) Tue, Nov 10 - Sat, Nov 14, 2015	Tue	Nov 10th	AM	Creating Your Instructional Vision	Instructional Vision			X			X				
	Tue	Nov 10th	PM	Content Teams (Teachbacks and Lesson Study)	Content Teams (teachbacks/lesson study)			X			X	X			
	Wed	Nov 11th	AM	Leading Effective PD Sessions	Leading Effective Professional Development (including workshops)			X		X	X	X			
	Wed	Nov 11th	PM	Creating and Leading Effective Leadership Teams	Leadership Team			X	X		X	X			

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						DR1	BR1	MP1	MP2	MP3	IL1	VB1	VB2	VB3	VB4
Instructional Planning and Data-Driven Decision-Making Intersession II (Washington DC) Tue, Nov 10 - Sat, Nov 14, 2015 (Continued)	Thu	Nov 12th	AM	Differentiated Literacy Sessions: Close Reading and Guided Reading	Instructional Methods			X			X	X			
	Thu	Nov 12th	PM					X			X				
	Fri	Nov 13th	FULL DAY	Data-Driven Instruction	DDI	X		X			X	X			
	Sat	Nov 14th	FULL DAY	Progress Monitoring	Progress Monitoring	X		X		X	X	X			
A Day in the Life Intersession III (Chicago) Tue, Jan 5 - Mon, Jan 11, 2016	Tue	Jan 5th	FULL DAY	Case Study	Case Simulation	X	X	X	X		X	X	X	X	X
	Wed	Jan 6th	FULL DAY			X	X	X	X		X	X	X	X	X
	Thu	Jan 7th	FULL DAY	SDP Presentation Prep	Prep for SDP presentations		X	X		X	X		X	X	
	Fri	Jan 8th	AM	Case Study Reflection	Reflection Session		X						X	X	
	Fri	Jan 8th	PM	SDP Presentation Prep	Prep for SDP presentations		X	X		X	X		X	X	
	Sat	Jan 9th	FULL DAY	SDP Presentations	SDP Presentations	X		X			X				
	Sun	Jan 10th	FULL DAY			X		X			X				
	Mon	Jan 11th	FULL DAY			X		X			X				

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Looking Ahead Intersession IV (Atlanta) Wed, March 2 - Fri, March 4, 2016	Wed	March 2nd	FULL DAY	Professional Development Sessions	Fisher Fellow PD Sessions			X	X		X	X				
	Thu	March 3rd	FULL DAY						X	X		X	X			
	Thu	March 3rd	PM	Professional Development Session Reflections	Reflection Session			X	X				X	X		
	Fri	March 4th	AM	New School Visits	Orientation to New School Visits								X			
	Fri	March 4th	AM	School Leader Panel: Strategies to Success	School Leader Panel										X	
	Fri	March 4th	PM	Fisher Fellowship Reflection	Reflection Session								X	X	X	X
	Fri	March 4th	PM	Kings See Leaders and Give Warm Fuzzies	Closing Session										X	

GLOSSARY

EQ: Essential Questions (p 3)

DDI: Data-Driven Instruction (p 8)

HISLA: High Impact School Leader Activities (p 2)

LCM: Leadership Competency Model (p 2)

MBTI: Myers-Briggs' Type Indicator (p 3)

PD: Professional development (p 7, 9)

SDP: School Design Plan (p 5, 6, 8)

VBs: Vital Behaviors (p 2)