

School Leadership Professional Development from the NTC

The NTC is nationally known for its work in teacher and principal induction, and in professional development for educators across a broad spectrum of roles and experience. The NTC has built an extensive repertoire of resources for the professional development of school leaders, all centered around the goal of ensuring that all students experience powerful teaching and learning. The NTC has worked with hundreds of school districts and thousands of principals and teachers around the nation, and has solid evidence that its work has had a positive impact upon school leaders and their work.

A Professional Development Partner

Effective professional development is designed to meet local needs, to build local capacity, and is ongoing and job-embedded. The NTC offers a variety of trainings that can be delivered stand-alone, but is most interested in partnering with districts to build comprehensive, professional leadership development plans that link workshop content to district goals and initiatives and that support implementation through participation in Professional Learning Communities.

We are a team of highly experienced K–12 teachers and administrators, supported by an academic and research staff, committed to public service and school improvement. The programs described herein are offered in a variety of configurations. We will work with you to adapt our resources to meet your needs.

Program Descriptions

Principal Induction

- **The New Administrators Program (NAP) & Coaching Leaders to Attain Student Success (CLASS)**

The NTC provides a comprehensive principal induction program tied to certification in California, and supports other states and Local Education Agencies (LEA's) in designing and implementing their own programs. The NTC can provide training for leadership coaches, coach certification, an on-line formative assessment system for novice administrators, and a variety of other resources.

- **New Administrators Institute (NAI)**

The NTC has studied the needs of new school leaders and has designed NAI to support these leaders as they master management responsibilities and emerge as instructional leaders in standards-based schools. NAI consists of a flexible set of modules designed to compliment coaching-based induction programs, and is available as a “training of trainers” program.

Principal Professional Development

- **Improving Student Achievement Through Teacher Observation and Feedback (ISA)**

Principals play a critical role in teacher development, yet they often receive little preparation for this role. Traditional models of teacher supervision have a poor track record in supporting teacher learning. The NTC's ISA workshops teach participants to observe teaching and learning through the lenses of standards and student achievement, and to provide teachers with coaching that produces results. ISA workshops are highly interactive and are built around genuine classroom artifacts and video.

- **Improving Student Achievement Through Supervision for Best Teaching Practices (ISA-BP)**

This workshop focuses upon research-based best teaching practices. Participants review research, observe video lessons, and use a variety of observation tools to analyze teaching practices that produce results. Participants apply new concepts and tools to the supervision process and practice coaching and feedback skills.

- **Improving Student Achievement Through Supervision of Quality Instruction of English Language Learners (ISA-ELL)**

Participants review current research around programs and practices that meet the needs of English Language Learners (ELL's). They explore the role of site administrators in supervising best practices in teaching ELL's. Participants observe a variety of lessons and use new tools and techniques to deepen coaching and feedback skills.

- **Principal Practicum to Improve Student Achievement**

As a follow-up to ISA workshops, the NTC facilitates small cohorts of principals as they observe in district classrooms, share observations and practice teacher coaching skills. These practicum sessions function as professional learning communities as principals apply tools and concepts they have learned through ISA.

Leadership Coaching

- **Coaching Leaders to Attain Student Success (CLASS)**

CLASS is a three day training designed to prepare individuals to support new and experienced principals. Participants practice *Blended Coaching Strategies* as they address the needs of principals who are taking on tough school improvement challenges.

- **CLASS Network of Leadership Coaches**

The CLASS Network provides school leadership coaches with an ongoing community of practice composed of individuals engaged in the work of coaching school leaders. The Network is geared towards certification of CLASS coaches and the continuous development of coaching knowledge and skills.

Systemic Approaches to School Improvement

- **A Systems Approach to Data-Driven Collaboration**

This workshop is an introduction to systems and continuous-improvement processes as they apply to school improvement from the classroom to the central office level.

- **Building, Facilitating and Sustaining Professional Learning Communities**

Professional Learning Communities (PLC) are the engines that power ongoing school improvement. The NTC builds the capacity of teachers and administrators to lead and participate in PLC's that become integral to school and district culture.

- **Supporting Principals as Instructional Leaders: A Workshop for Central Office Teams**

This workshop brings central office teams together to assess current practices against those of highly effective central office systems, and to develop aligned action plans to improve central office support for the exercise of site level instructional leadership.



Comprehensive Support for the Professional Development of Powerful Instructional Leaders

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725 Front Street, Suite 400
Santa Cruz, California 95060

School Leadership Development at the NTC will help your district to shape a comprehensive professional development plan for your district leadership team that will have a sustained impact upon your district's culture, instructional practices, leadership practices, and student achievement.



“CLASS is truly the best professional development I have ever attended.”

Donna Covey, Senior Research Associate, WestEd

“Over the last two years, the Redwood City School District has significantly shifted its approach to professional development for administrators and enhanced its ability to develop and maintain strong leadership at school sites...the impetus for this change began when the Santa Cruz New Teacher Center provided a series of intensive trainings...”

Lairon & Vidales, *Leadership*

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SCHOOL LEADERSHIP DEVELOPMENT



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“The services delivered by NTC are consistently focused on helping school leaders work more effectively with teachers to improve instruction and to increase overall school effectiveness.

Principals I spoke with discussed how their evaluation of teaching is qualitatively different as a result of the NTC large group/coaching work. The NTC work has enabled them to have the tools and language necessary to help teachers to improve. These are results that building leaders clearly see having a direct impact on teaching and learning on a daily basis.”

Michael Copland, University of Washington,
External Evaluator

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