



## LEADERS FOR EMERGING NETWORKS OF SCHOOLS **LENS 2017-2018**

**Building Excellent Schools (BES)** knows leadership.

For more than a decade, we have been recruiting, selecting, and training BES Fellows to design, found, lead, and sustain high-performing charter schools across the country.

Building upon this expertise, BES offers **LENS** to support the growth of our highest performing charter schools by developing the capacity of their leadership bench.

**LENS** is an intense training that prepares individuals to take on heightened leadership roles within urban charter schools.

BES **LENS** leaders study the best practices of the most successful urban charter schools in the country and develop the skills they need to lead a high-performing school.



**Efia Mentuhotep**  
**Dean of Academics, High School**  
**Freedom Preparatory Academy**

"The LENS program has been eye opening and game changing. The training and one-on-one coaching I received has made me a stronger, vision-focused, more confident leader. I am now in a position where I am communicating high expectations and pushing my teachers to get there with me!"

### **Profile of a LENS Leader**

LENS Leaders are...

- committed to school leadership and to education reform
- aligned with the BES approach of high-expectations urban schools
- proven effective teachers at the classroom level
- recently elevated to leadership, or considered to be on track for school leadership in 1-2 years
- available to participate in the full calendar of LENS training

---

## LENS Components

- **Eight days of intense training** led by BES Director of Leadership Development Jill Dunchick and BES Chief Academic Officer Sue Walsh  
June 22 (travel day) - June 30, 2017 | Boston, MA
- **Two additional trainings**  
November 2-3, 2017 | Tennessee & March 15-16, 2018 | Boston, MA
- **Leadership coaching** with BES staff on a regular basis via phone, e-mail, and through an online video coaching platform
- **Leadership development self-assessment** reviewed by BES staff
- **On-site visit by BES staff member** for observation and formal report
- Structured **network of support** with colleagues in the LENS cohort

---

## Costs

The BES LENS program is supported by generous grants from our donors, significantly reducing training costs for schools.

### BES Network Schools

- Training for one LENS participant included with Network membership
- Each additional participant: **\$8,000**

### BES Non-Network Schools

- Cost per participant: **\$8,000**



**Lizzie Stewart**  
**Literacy Instructional Leader**  
**Intrepid College Preparatory**

“As a first year leader, LENS provided the support I needed to find my leadership voice and create a strong culture with my team starting on day one. Through the intensive on-site training and thorough coaching throughout the year, LENS has continuously challenged me to be more self-aware and reflective in my actions as a leader.”

---

## Application Deadlines

Applications are reviewed on a rolling basis. Serious applicants are encouraged to apply early to secure their spots.

## LENS Summer Training

LENS provides robust content and training on:

- developing a leader's mindset, lens, and voice
- managing strong adult culture by equipping and inspiring adults to perform successfully
- setting strong school culture, including arrivals, transitions, thresholds, discipline, and classroom systems
- delivering effective instruction, including curriculum, rigor, classroom routines and procedures, and assessment



### For more information, contact:

Jill Dunchick  
Director, Leadership Development  
jdunchick@buildingexcellentschools.org  
617.227.4545 x214

## Summer Training Topics 2017

**DAY 1** June 23, 2017

### LEADERSHIP MINDSET AND LEADERSHIP VOICE

Leaders confront the critical need for leadership mindset, analyzing the characteristics and communications of gap-closing school leaders when inspiring and pushing adults to embody the mission of the school. Leaders examine the social, emotional, and psychological components of leadership, first by examining themselves, and then by examining others' perceptions of them.

**DAY 2** June 24, 2017

### LEADERSHIP SELF AWARENESS: INSPIRE, EQUIP, & PUSH ADULTS

Leaders challenge themselves and each other to speak from the values and vision of the school, harnessing the power and responsibility of the leader's voice when equipping the team in formal and informal interactions.

**DAY 3** June 25, 2017

### ESTABLISHING and MAINTAINING A STRONG ADULT CULTURE

Leaders continue working to support and sustain strong academic achievement and develop ambitious, deadline-driven accountability tools for teachers. Leaders refine building-level and teacher-specific action plans focused on measurable results.

**DAY 4** June 26, 2017

### LEADERSHIP MINDSET: HIRING TALENT

Leaders learn how to demand, manage, and support strong academic achievement and develop accountability tools for teachers that are benchmarked against ambitious goals and framed within calendar-specific timelines. Leaders develop building-level action plans and teacher-specific action plans focused on measurable results.

**DAY 5** June 27, 2017

### MAXIMIZING TIME

Leaders learn how to lead by driving time, creating prioritized, goal-driven schedules, and stress testing their schedules against the school's mission, goals, leadership roles, and a typical day.

**DAY 6** June 28, 2017

### DATA COLLECTION, ANALYSIS, and INTERVENTION

Leaders examine successful practices for using standards-based assessments and data on an annual, weekly, and daily basis to drive student supports, professional development, and all instructional decision-making.

**DAY 7** June 29, 2017

### LEADERSHIP MINDSET: STUDENT CULTURE

Leaders examine and practice targeted observations of school culture and classroom instruction, developing their cultural and instructional lens for what is most critical to teacher growth and student success. Leaders practice verbal and written feedback within role plays, and conduct critiques of themselves and others.

**DAY 8** June 30, 2017

### LEADERSHIP TIME, OBSERVATIONS, and AT BATS

Leaders come full circle, examining the demands of leadership mindset as they prepare for the school year, challenging their sense of themselves, others' perceptions of them, and practicing summative at bats in real-school scenarios.