

Anchoring Excellence supports leaders of high-capacity schools, in institutionalizing high expectations, developing leaders, and ensuring rigorous instruction, in service of lasting academic results.

Over the course of the year, leaders will create and codify:

Culture Playbook

Defines the culture of the school in specific, practical terms. This tool keeps the school's core culture solid as leadership team grows.

Coaching and Development Playbook

Defines the processes and frameworks used to ensure all teachers and leaders are reaching their full potential.

Management Non-Negotiables

Defines the role of a manager at the school, and identifies what managers must do and where they have autonomy.

Talent Review Playbook

Creates a repeatable and objective means to plan for future staffing decisions and build a talent pipeline.

DiSC Playbook

Provides results for leaders to use as a tool when coaching members of their team to adapt their communication, build stronger relationships, and achieve better results.

Board Scope and Sequence

Provides a calendar of topics for board review throughout year as boards transition from being founding members to sustaining.

Literacy Playbook

Defines how the various components of literacy are prioritized within the school and outlines the approach for catching students up and pushing them to their full academic potential.



The Anchoring Excellence cohort receives:

- In-person school audits in the fall semester
- A minimum of one hour of executive coaching every two weeks
- Two in-person cohort meetings in Boston
- 360 Survey and analysis
- DiSC Survey and analysis
- Availability for feedback, strategy discussion, and problem solving as requested

Schools must meet certain academic criteria to participate in this program.
To learn more, contact Luke Van De Walle, Director, Anchoring Excellence

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