



Leading Effective Schools for 21st Century Learning

Magnet Schools Summer Leadership Academy
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San Jose, CA

Workshop Presenters

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and
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ABC Unified School District

ABC Unified School District Overview

- Located in southeast corner of Los Angeles County
- Thirty schools (19 elementary schools; 5 middle schools; 5 high schools; Adult School and preschools)
- Approximately 20,500 students
- Diverse student population – 92% minority
- English language learners – 25%
- Low income – 40%



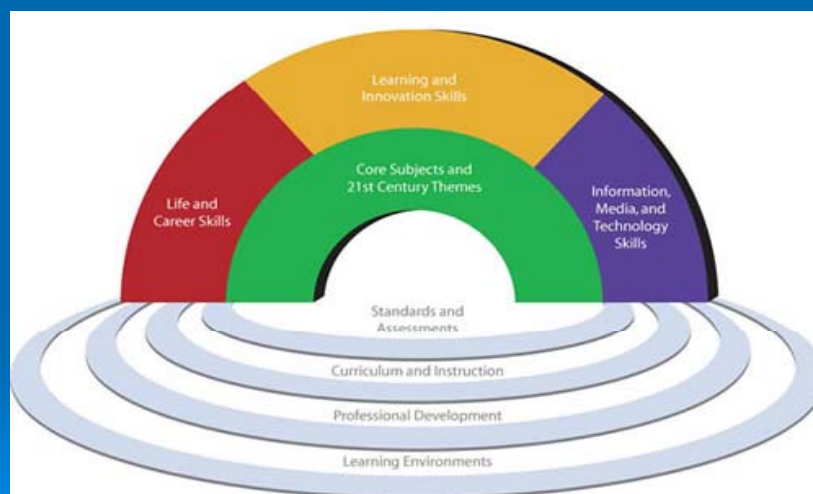
ABC Unified School District

- Effective Schools Framework and Magnet Schools
- Elliott Elementary – World Navigators: A Global Studies and Technology Magnet
 - Furgeson Elementary – Academy of Communications and Technology Magnet
 - Leal Elementary – Visual and Performing Arts Magnet
 - Niemes Elementary – School of Environmental Science and Technology Magnet

ABC Unified School District

- Stowers Elementary – School of International Studies: IB Candidate School
- Fedde Middle School I- International Studies Academy: IB Candidate School
- Ross Middle School – Academy of Creative and Media Arts Magnet
- Artesia High School – Bridge to the Future Academies

Framework for 21st Century Learning



Framework for 21st Century Learning - Student Outcomes

Core Subjects and 21st Century Themes

- Global Awareness
- Financial, Economic, Business and Entrepreneurial Literacy
- Civic Literacy
- Health Literacy
- Environmental Literacy

Framework for 21st Century Learning - Student Outcomes

Learning and Innovation Skills

- Creativity and Innovation
- Critical Thinking and Problem Solving
- Communication and Collaboration

Framework for 21st Century Learning - Student Outcomes

Information, Media and Technology Skills

- Information Literacy
- Media Literacy
- Information, Communications and Technology Literacy

Framework for 21st Century Learning - Student Outcomes

Life and Career Skills

- Flexibility and Adaptability
- Initiative and Self Direction
- Social and Cross-Cultural Skills
- Productivity and Accountability
- Leadership and Responsibility

21st Century Support Systems

An innovative support system must be created to help students master the multi-dimensional abilities that are required of them.

- Standards
- Assessments
- Curriculum and Instruction
- Professional Development
- Learning Environments

Leading Effective Schools for 21st Century Learning

- Leadership Development in ABC
- Building Leadership Capacity
- Professional Development
- Support for New Leaders
- A Tiered Approach to Leadership Development
- Magnet Schools Assistance Program

A Tiered Approach to Building Leadership Capacity

- Historical context – A decade of learning to lead
- From “nuts and bolts” to leadership development
- District Leadership Academy Meetings
- District Leadership Summer Institute
- COMPASS Program for New Leaders
- ALTA Program for Aspiring Leaders
- ABC Management Association and ACSA
- Outside resources



Level III Organization

People feel highly valued	High level of accountability
Results oriented	Customer oriented
Innovation at all levels	Open and free flowing communication
Localized decisions	Beliefs-values-vision understood/supported
Non-hierarchical	Leaders of leaders
Builds on strengths	Continuous learning

ABC Leadership Academy

- “Where leaders are learners”
- Vision: Leaders in the ABC Unified School District portray the skills, knowledge and beliefs of a Level III Organization
- Mission: The ABC Unified School District is a community of educators, forging covenants in leadership, management, instruction and learning for the success of all.

Leadership Academy Meetings

- Monthly meetings with all principals
- All day meetings
- Leadership development training
- Research based readings
- Interactive dialogues
- Job alike time
- Operational issues



Learning Leaders

- *Who Moved My Cheese?* – Spencer Johnson
- *Good to Great* – Jim Collins
- *Fierce Conversations* – Susan Scott
- *21 Essential Qualities of a Leader* – John Maxwell
- *The Six Secrets of Change* – Michael Fullan
- *Three Cups of Tea* – Greg Mortenson
- *School Leadership That Works* – Robert Marzano

Leadership Academy Meetings

- Leadership Academy Planning Council – Setting the Agenda
- Strategic Plan Directions
- Year End Evaluations
- Feedback Loop
- Book Study
- Example of Agenda





- Coaching Our Management: Peer Administrative Support System (COMPASS)
- First and Second Year Principals
- Monthly Meetings
- Principal Coaches – Retirees
- District Support
- Support from Boeing Corp.

ALTA Program

- Aspiring Leaders Training Academy (ALTA) Program (2005-present)
- Coordinator – Retiree
- Support from Boeing Corp.
- Monthly meetings
- Field project in the district
- Outcome of ALTA participants
- Transition to leadership roles

ALTA Program

- Forty participants since 2005
- 15% are in principal positions
- 20% are in leadership positions as program specialists, coordinators, teachers on special assignments; assistant to the principal
- 60% have been hired as summer school principals
- 70% of all ALTA participants have served in administrative or district level leadership positions.

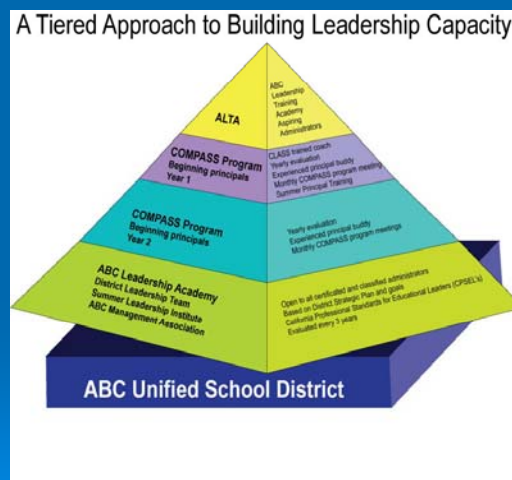
District Leadership Team Meetings

- Bimonthly meetings with all district administrators
- Updates from the Superintendent
- Recognition to leaders
- ABCMA (ABC Management Association)
- ACSA presentations

ABC Management Association

- Monthly Meetings
- Aligned leadership with ACSA committees
- Professional development training opened to all administrators
- Social networking
- Scholarships for all schools

A Tiered Approach to Building Leadership Capacity



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