



DATE: October 7, 2022

TO: Carolyn Gramstorff

FROM: Annie Tran, Partner, TNTP

RE: East Bay Innovation Academy Leadership Team support

Thank you for the opportunity to speak with you earlier this week and learn more about East Bay Innovation Academy (EBIA). It was clear through our conversations that EBIA leadership teams are focused on the student experience at their school sites and are putting in place systems and structures to make sure that is true for all students everyday.

THE CHALLENGE. Effective school leaders are critical to students' academic success: strong school leaders can accelerate students' academic achievement, adding the equivalent of two to seven months of learning in a single year.¹ Yet, traditional training leaves few school leaders with the instructional leadership skills needed to transform student learning. School leaders must rally staff, students, and families around a clear vision for success and provide them with the support and resources they need. With the right support, development opportunities, and ongoing coaching and feedback, school leaders can master the complex skill set they need to be effective leaders—everything from the emotional intelligence to provide appropriate feedback that motivates and inspires teachers, to the ability to use classroom data to boost student achievement.

OUR APPROACH. While every school context is unique, all school leaders must do certain things well—including delivering teacher feedback, analyzing student data, creating and managing student-centered education programs, and using assessments to identify students' needs and improve instruction. TNTP's Leadership Coaches—experienced former school leaders themselves—help principals and their leadership master these important skills through individualized coaching, feedback, and collaboration. TNTP has developed a deep bench of experienced Leadership Coaches who work side-by-side with school leaders to help them become effective instructional leaders who can foster a strong, inclusive school culture that supports teacher development and student growth. We match school leaders with coaches who have experience and expertise in the school's unique focus areas and the ability to draw on the lessons our network of Leadership Coaches are learning across the country.

OUR SUPPORT. TNTP's Leadership Coaches work alongside school leaders *in their schools* while they are observing classrooms, facilitating professional development, and analyzing data, enabling them to provide real-time feedback and practical, job-embedded guidance. Through active practice and coaching, school leaders develop leadership skills in four core areas:

1. **Rallying people around a vision:** Effective school leaders establish and maintain systems and expectations that bring their vision for teaching and learning to life, creating a positive school culture.
2. **Managing rigorous instruction:** Effective school leaders are able to recruit, select, develop, support, and keep great teachers in their schools and ensure teachers and students have access to high-quality, rigorous academic materials aligned to their state's standards.
3. **Using data as a tool:** Effective school leaders continuously collect and analyze data on what students know to help shape instruction, support teacher development, and effectively align resources to support student learning.
4. **Building a positive culture:** Effective school leaders create a safe, welcoming school culture with high expectations for students by setting expectations for effective teaching, rallying teachers around a common vision of excellent instruction and student success, and supporting teachers to improve their instructional practice.

¹ Branch, G. F., Hanushek, E. A., & Rivkin, S. G. (2013). School Leaders Matter. *Education Next*, 13(1). Retrieved from [http://hanushek.stanford.edu/sites/default/files/publications/Branch%2BHanushek%2BRivkin%202013%20EdNext%2013\(1\).pdf](http://hanushek.stanford.edu/sites/default/files/publications/Branch%2BHanushek%2BRivkin%202013%20EdNext%2013(1).pdf)



Scope of Work

TNTP Core Rubric Training and Calibration for School Leaders

A TNTP Coach will work alongside school leadership teams to understand and use the TNTP Core Rubric while walking classrooms with leaders. Through a series of walkthroughs, the leadership coach will facilitate gathering data and calibration with school leadership teams to make sure they are normed when rating and providing feedback to teachers. While this exact plan of support will be co-created with the school leadership teams to meet their needs, it could look like:

- TNTP coach will facilitate six (6) in-person professional learning and collaboration sessions, to include:
 - A deep dive session into the TNTP Core Rubric including the Theory of Action and work behind it
 - Classroom observation walkthroughs and calibration sessions with the school leadership team on the TNTP Core Rubric.
 - Leadership team strategy meetings to identify school-wide focus areas based on TNTP Core Rubric data
 - Sample teacher feedback agendas with TNTPs support to leaders to customize agendas based on the contexts of each school

Potential dates for the six sessions are:

- 10/27/2022: 1:30 - 4:30
- 10/28: 9 - 12
- 11/3: 9-10:30
- 11/17: 9-10:30
- 12/1: 9-10:30
- 12/15: 9-10:30

The cost of Part 1 is \$15,975.

Get in touch!

I would be pleased to discuss this further and make this work with your vision for your leaders' development, Please contact Annie Tran at (714) 588-7312 or annie.tran@tntp.org.