



## NWESD Leadership Program

A powerful *learning, leadership and growth opportunity* for  
School and Central Office Leaders in the NWESD Region:

**August 2017 – June 2018**

**Why? *Leadership is challenging!*** Being an educational leader has always required the ability to adapt to ongoing change - a blend of confidence and flexibility, courage and sensitivity, independence and collaboration, smarts and heart. In our current context of changing standards and expectations, inadequate and uncertain funding, and multi-dimensional cultural shifts, school leadership has become all the more difficult, ***and potentially all the more exciting and rewarding!*** Successfully guiding schools and systems through these complex times requires leaders to expand their skills to learn and work together in support of our highest aspirations.

**Who?** The **NWESD Leadership Program** is designed as a professional development opportunity **for a cohort of school and district-level leaders** eager to grow personally and professionally to increase opportunities for creating positive change through effective and courageous leadership. This program is for principals and central office leaders ready to be:

- ***Open*** about both their strengths and areas for growth
- ***Committed*** to learning and putting new ideas into action
- ***Collaborative and supportive*** of the development of colleagues

**What are the Outcomes?** You will leave more confident and skillful as:

- An intentional crafter of a compelling ***leadership vision*** and a ***positive culture*** in service of that vision marked by ***trust***
- An effective leader of complex ***change*** processes
- A courageous leader who can work with ***conflict*** constructively
- A promoter of authentic ***collaboration***
- An effective ***communicator*** with people who don't share your views or to whom you need to deliver difficult feedback
- A skillful tender of key ***polarities*** (e.g. decisive ***and*** inclusive decision making; confidence ***and*** humility; tasks ***and*** relationships; challenge ***and*** support; patience ***and*** urgency; tradition ***and*** change; and more)

**What?** This program will be comprised of the following integrated features:

- One (1) full-day whole group learning session in August 2017
- Five (5) half-day whole group learning sessions during the 2017 – 18 school year addressing the outcomes described above
- Completing and debriefing a sophisticated leadership assessment that will help you to identify areas for growth; participants will have the option of choosing *The Leadership Circle Profile*, *The Conflict Dynamics Profile*, or *The EQ Assessment*
- Individual coaching provided by experienced consultants via computer communication (e.g. Zoom); participants will receive 1 hour of consultation, approximately every 3 weeks, for a total of 15 hours of one-on-one leadership coaching
- Keeping a connection with a Learning Partner who is in a different role or setting
- Applying the concepts learned in “real time” work contexts
- Reflecting and sharing on challenges, insights and growth with cohort members

### **Who are the facilitators?**

**Spencer Welch, EdD:** Spencer has worked in the field of education for almost forty years, first as a teacher of Social Studies, Spanish and Leadership in three Washington school districts, and later as a high school principal and central office administrator in the Bellevue School District. He has worked in various roles with the Danforth program at the University of Washington since 2000, and has also served as a Project Director with the Center for Educational Leadership. In the past five years he has provided leadership, consulting, facilitation and coaching services to several school districts in Washington.

**Yarrow Durbin, MEd:** Yarrow served 18 years in Shoreline Public Schools as a secondary math teacher and Teacher Development Center Coordinator and 13 years as a Courage & Renewal facilitator leading retreat series and Circles of Trust based on the work of Parker Palmer. She integrates approaches from Integral Coaching, Immunity to Change, Polarity Management, The Leadership Circle Profile, and 25+ years as an educator. Her focus is on helping individuals and teams in education develop authentic leadership, healthy engagement with conflict, honest and open-minded communication, and the ability to work skillfully and gracefully with the paradoxes inherent in modern life and work.

**What is the cost?** The tuition for this entire program, which includes all whole group program sessions, the leadership assessment and debriefing, the individual coaching sessions, printed materials, lunch at the whole-day session, and refreshments at the half-day sessions is \$3000 for the year.

Register by emailing or calling NWESD Superintendent, Larry Francois, at [lfrancois@nwesd.org](mailto:lfrancois@nwesd.org) or (360) 299-4003 **by April 14, 2017**. A cohort of 20 is necessary to offer the program.

**Further Questions?** Email Spencer at [shwelch@mac.com](mailto:shwelch@mac.com), Yarrow at [yarrow@couragework.com](mailto:yarrow@couragework.com), or Larry Francois at [lfrancois@nwesd.org](mailto:lfrancois@nwesd.org).