



You are invited to join a cohort of NWESD Instructional and Central Office Leaders for a powerful learning experience:

Strengthening Your Courageous Leadership in Times of Change

A Custom Designed Leadership Program for NWESD Leaders

October 2019 – May 2020

Why? Educational leaders are facing an extraordinary level of **high stakes change** – in funding, assessment, accountability, hiring/recruitment, demographics, policies and more. Successfully **navigating this complexity** requires leaders to who can skillfully attend to both sides of key leadership polarities:

- confidence & humility
- task & relationship
- decisiveness & inclusiveness
- challenge & support
- stability & change
- adult needs & student needs
- safety & risk
- big picture & day-to-day
- patience & urgency
- autonomy & collaboration

Doing this work well calls leaders to continually **expand their skills** and **learn with others** facing similar challenges. The work is simply too hard to do alone.

Who? This NWESD Leadership Program is designed as an **opportunity and support for a cohort of 20-30 instructional and operational leaders** who want to grow personally and professionally to meet these challenges. We are looking for building based and central office leaders ready to be

- **open** about both their strengths and ways they need to grow
- **interested** in and **committed** to new learning ideas and putting them in action
- **collaborative** and **supportive** of the development of colleagues

Outcomes

You will leave more confident and skillful as

- an intentional **craft**er of a **positive culture** 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 **system thinker** who can balance the needs of buildings or departments with those of the system as a whole
- a **skillful tender** of key polarities

What does the program involve?

All participants are asked to commit to:

- Five half-day whole group learning sessions during the 2019– 20 school year addressing the themes above
- Applying the concepts learned in "real time" work contexts
- Reflecting on and sharing insights, growth and difficulties with cohort members

Optional Additional Elements:

- Individual coaching provided by experienced consultants – on site or remotely
- Optional sophisticated leadership assessment (The Leadership Circle Profile or EQ in Action)

Outline of Five Learning Sessions

We will adapt session content to meet the needs of the group as the program evolves. Each session will involve application of ideas to your individual context. A general scope will be:

1

Session 1 - Foundational Perspectives Expand your understanding of yourself and others through the powerful lenses of polarity thinking and stages of adult development. These lay the groundwork for seeing why people (including ourselves) act in the delightful and exasperating ways we do, and how to work with it all more constructively.

2

Session 2 – Reframing Ideas of What Good Leadership Is Explore the levels of leadership development, what it means to move from “ME” to “WE” centered leadership, attending to the different types of conversations needed, navigating the “Change U”, and what gets in the way of doing all this successfully.

3

Session 3 - Talking About the Tough Stuff – part 1 Skills for working with conflict, disagreement and holding difficult conversations in many contexts, including the Power of a Positive No, Radical Candor, and different conflict styles.

4

Session 4 – Talking About the Tough Stuff – part 2 Additional models for understanding people who are frustrating or confusing to you – SCARF brain based model, CHOICE map, ladder of inference and how all this connects to implicit bias.

5

Session 5 – Pulling It All Together: Overcoming Your Own Resistance to Changes You Want to Make Integrating the learning for the year and use the “immunity to change” process to tackle what’s in the way of your becoming the leader you want to be.

Who is Leading This?

Yarrow Durbin, MEd: 18 years in Shoreline Schools as secondary math teacher and Teacher Development Center Coordinator. Courage & Renewal facilitator for 17 years leading retreat series and Circles of Trust based on the work of Parker Palmer, and 10 years as Leadership Development Facilitator. 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.

Spencer Welch, EdD: Over 40 years in education: social studies, Spanish, and leadership teacher; high school principal; Executive Director of Human Resources. Worked in various roles with the Danforth program at the University of Washington, and served as Project director with the Center for Educational Leadership. In the past seven years, he has provided leadership, consulting, facilitation and coaching services to several Washington school districts.

Dates & Location

October 3, 2019; November 14, 2019; January 9, 2020; February 27, 2020; April 23, 2020. All sessions will be held from 8:30 AM to noon.

Sessions will be held at NWESD Anacortes or other mutually agreeable central location.

Cost

\$900 per leader for the series; \$1,700 for two leaders from one district

Optional additional costs: \$120 / hour for coaching and \$550 for leadership assessment

Questions & How to Apply

For further questions, email Larry Francois at lfrancois@nwesd.org or Yarrow Durbin at yarrow@couragework.com. To apply, please send an email of interest to Larry Francois by August 31.