

ELP

Emerging Leaders Program

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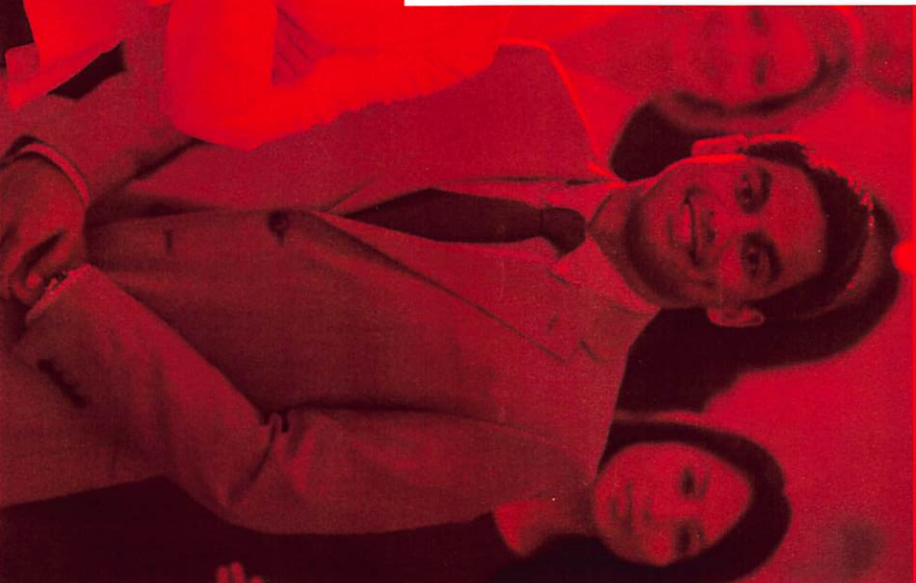
The Romine Group
7877 Stead, Ste. 100
Utica, MI 48317

“Emerging Leaders Program (ELP)”



“Excellent leaders are nurtured and developed. The Emerging Leaders Program places participants in situations that will require them to learn while providing them the space they need to grow and prosper. There is great potential inside of everyone; the Emerging Leaders Program cultivates the skills that educators need to become catalysts for transformative change within their organization.”

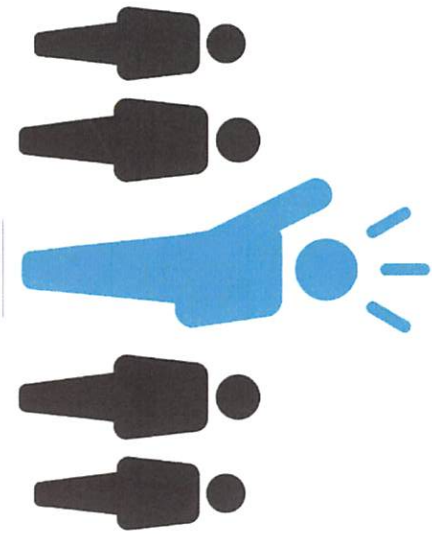
Leadership Development.



Introduction to the Emerging Leaders Program

The Emerging Leaders Program (ELP) is designed to support employees who have been identified as aspiring leaders in their school environment. Participants will be selected to work in a cohort framework to include a diverse and talented group of educators with strong teaching skills, a record of raising achievement, and the right disposition to lead.

Emerging Leadership Program



Program Goals

Goal #1

To provide aspiring leaders the opportunity to nurture and develop leadership skills through consistent individual professional development opportunities, expert training, hands-on practice and a cohort approach.

Goal #2

To create a core foundation of new leaders with the appropriate skills to support The Romine Group's goal of "Building Charter Public Schools with Extraordinary Education"

Goal #3

To provide an opportunity for current educators to collaborate, learn effective practices and improve their ability to impact instructional leadership.

The Emerging Leaders Program (ELP) directly impacts two key issues that must be addressed in the educational system: Student Achievement and Educator Shortages.

Nearly 60 percent of a school's influence on student achievement is attributed to effective leadership and teacher performance; principals account for as much as a quarter and teachers account for over a third of a school's total impact on student achievement. Research also suggests that there are virtually no documented instances of troubled schools being turned around without an effective leader. Effective School Leadership is paramount to student achievement and the success of any school environment. Michigan School districts are battling widespread educator shortages both leaders and teachers. According to the most recent available data from the state education department, there has been a significant decline in the number of applicants enrolling in University Colleges of Education. In Michigan, the number of teaching certificates issued dropped from 9,664 in the 2003-2004 school year to 3,317 in the 2017-2018 school year. Unfortunately, this number continues to decline. The Emerging Leaders Program is designed to nurture, develop, and retain talented teachers and school staff. This is a staff embedded growth opportunity that allows current employees to become vested in their company directly impacting staff retention. Judging by the recent trend data as it relates to critical educator shortages, it is of dire importance that school districts are focused on growing their leaders from within. The Emerging Leaders Program is designed to support this critical need.

Cohort Criteria .

Principals are asked to select participants based on a number of leadership criteria. Keep in mind that potential leaders may be anywhere within the school environment. A common mistake with leadership development programs is focusing resources only on top-performing employees. However, just because someone has demonstrated excellent work in his or her current position doesn't mean that person will evolve into educational leadership. Principals are encouraged to have an open mind, and be willing to look beyond the most obvious candidates (consider inviting promising employees from other departments to engage in the program). While selecting participants, remember that the Emerging Leaders Program is designed to nurture top performers who currently demonstrate high performance skills as well as polish off the "diamonds in the roughs" that are present in every organization.

Emerging Leaders Monthly Group Session Themes

- 01 - Unlocking Your Leadership Potential: Defining Leadership
- 02 - School Culture: Creating Schools that are Exemplary Places to Learn
- 03 - Instructional Leadership: Leading Learning to Bring Out the Best in Students and Teachers
- 04 - Change Management/Meeting Management
- 05 - Empowering People: Building Relationships, Effective Communications, The Power of Influence
- 06- Inspiring a Shared Vision

(Group Training Sessions scheduled once per month, December - May)

Overall Benefits.

Benefits to existing leaders

System leaders recognize the importance of leadership development. The Emerging Leaders Program is designed to provide immediate benefits to the entire organization. It allows system leaders to cultivate effective school leadership from within. This promotes instructional excellence across the entire network of schools. Additionally, staff retention is significantly increased when teachers feel that their leadership is vested in their personal growth.

“The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.”

Participant Benefits: Principal Benefits:

- 25 Michigan State Continuing Education Clock Hours (SCECH)
- Enhanced Fundamental Leadership Competencies
- Improved Oral and Written Communication Skills
- Hands on Experience
- Personal Coaching/Training/Feedback
- Video Recorded Practice
- A Plan for Continual Growth
- Commitment to Personal Development
- Organizational Return on Investment
- Leadership Spotlight (Website/Social Media)
- Staff Embedded Professional Development
- Cohort Approach to Skill Building
- Staff Retention
- Increased Leadership Capacity

ELP
Quote

ELP Quote	Date	Amount
1. ELP Training	Dec-May	\$2500
2. Ongoing-Coaching		Included
3. Growth Plan		Included
4. 25 Michigan State Continuing Education Clock		Included
5. Hands on Experience		Included
6. Job-Embedded Assignments		Included
Sub total		\$2500

Important Details

- * The minimum cohort size is 15 participants. Maximum cohort size is 30 participants.
- * This program is billed at \$60/Hour/Participant, \$417/Per Workshop/Participant or \$2500/Participant for the full program.
- * Workshop fees are per participant.