

# Supporting Districtwide Continuous Improvement by Building Instructional Capacity



**“Most of the time, principals operate in isolation; to have this opportunity to not only learn about BLTs and instructional strategies, but also to learn from other principals and colleagues, was really beneficial to me.”**  
—*Principal*

School districts across the country often struggle to provide professional development programs for principals and other district, school, and teacher leaders. Especially rare are programs that prepare leaders to support system-wide and sustainable improvements in teaching and learning on behalf of all children.

The *Ohio Leadership for Inclusion, Implementation, & Instructional Improvement (OLi<sup>4</sup>)* program provides this preparation. The program, in fact, was built with this challenge in mind: improving learning and results for every single student, including students from marginalized groups (e.g., students with disabilities and learning difficulties, students of color) through the development of inclusive instructional and organizational leadership capacity.

With a foundation in research, OLi<sup>4</sup> draws its strength from a theory of action that treats improved performance and increased equity as inseparable. With a focus on improvement, OLi<sup>4</sup> continuously evaluates and revises the program based on new research and evidence-based feedback from participating districts and other stakeholders. OLi<sup>4</sup> cultivates a reflective—rather than a compliance-oriented—approach to leadership based on the development of trust, collaboration across all levels of the district, and a systemwide culture of inquiry and learning.

## A PROGRAM BUILT *BY* EDUCATIONAL LEADERS *FOR* EDUCATIONAL LEADERS

A two-year professional learning program for school principals, assistant principals, and teacher-leaders, OLi<sup>4</sup> involves participation in centralized and regional professional learning and coaching:

### Centralized Professional Learning

- August 2022 - Virtual
  - Day 1: Aug. 2 (12:30 – 4:00pm)
  - Day 2: Aug. 3 (12:30 – 4:00pm)
  - Day 3: Aug. 4 (8:00 – 11:30am)
- January 2023 - Virtual
  - Day 1: Jan. 18 (12:30 – 4:00pm)
  - Day 2: Jan. 19 (12:30 – 4:00pm)
  - Day 3: Jan. 20 (12:30 – 4:00pm)
- June 2023 - Virtual or In-person (TBD)
  - Day 1: June 7 (12:30 – 4:00pm)
  - Day 2: June 8 (12:30 – 4:00pm)
- 2023-24 Dates TBD

### Regional Professional Learning

- OLi<sup>4</sup> Regional Trainings – 3.5-hour session 4 times per year. Dates TBD.

### Coaching

- In-school Leadership Performance Coaching – monthly; dates TBD by principals & coaches
- In-District Project Checks – 1.5-hour sessions 2 times a year.

## FOUR INCLUSIVE INSTRUCTIONAL LEADERSHIP DOMAINS

OLi<sup>4</sup> participants set specific achievement targets for all classrooms and students, select evidence-based instructional strategies, and ensure the use of those instructional strategies to improve learning for all students. They reflect on their own practice and engage in active learning and application of that learning. Participants use data and other forms of evidence, and help teachers use data, to make effective decisions. Participants monitor teaching for effectiveness and call into question teaching practices that appear to be ineffective. Principals share leadership with teachers based on their expertise and engage teachers in collaborative problem-solving.

**PROMOTING  
SYSTEMWIDE  
LEARNING**

**PRIORITIZING  
IMPROVEMENT OF  
TEACHING AND  
LEARNING**

**SUSTAINING AN  
OPEN &  
COLLABORATIVE  
CULTURE**

**BUILDING CAPACITY  
THROUGH SUPPORT  
& ACCOUNTABILITY**

## OLi<sup>4</sup> THEORY OF ACTION

When principals use a set of inclusive instructional leadership practices, facilitate the work of collaborative learning teams, and engage in ongoing instructional discussions with teachers, their teacher-based teams (TBTs) will adopt instructional strategies that will then lead to improved inclusiveness and student engagement as well as improved student achievement.



### Two Areas of Principal's Work:

1. Work to Lead Leadership Teams
2. Work to Coach Instruction

## HOW TO REGISTER

The below registration survey can be used to register an individual or multiple people from a district for Cohort 9 of OLi<sup>4</sup>.

**Registration Survey:** <https://www.surveymonkey.com/r/Cohort9Recs>

Please register no later than **Friday, May 13, 2022** and contact Katie Dean, Junior Research Associate, at [deank9@ucmail.uc.edu](mailto:deank9@ucmail.uc.edu) with questions.