Education Elements’ Innovative Leadership Development Methodology

Our methodology centers around a set of frameworks whose design draws upon our experience with hundreds of district-level project implementations across the country. Each framework is comprised of competencies for the respective leadership role — district leader, instructional coach, school leader, and teacher-leader — and designed to support the innovative practices we believe are necessary in each of those roles.

WHAT

- Know Yourself
  - Understands how personal experiences, values, and strengths impact coaching philosophy and practice.
- Nurture Trust
  - Builds deep relationships by creating environments that encourage, celebrate, and illuminate insights.
- Focus On Purpose
  - Clarifies, synthesizes, and communicates inner and external perspectives for decision-making.
- Cultivate Curiosity
  - Seeks out ways for self and others to constantly ask questions, learn, and share.

BUILDING

- Coaching For Innovation Competencies
  - Adapts coaching approaches based on district vision and diagnosed needs.
- Strategize At Scale
  - Designs responsive systems that foster collaboration and continuous innovation.
- Build Community
  - Cultivates inspiring, diverse networks and avoids homogeneity in coaching and learning.
- Build Learning Coalitions
  - Connects and empowers people and resources to continue learning and growth.
- Communicate Deliberately
  - Creates clear, compelling messages that are shared across districts.

REFLECTING

- Reflecting
  - Synthesizes learnings to inform next steps and focus areas.

EXPAND

- Expand
  - Develop common language through spark, expand, practice, and plan.
- Decisely
  - Makes responsive decisions guided by networked communities and data.
- Distribute Power
  - Designs systems that engage others to lead, decide, and innovate.
- Learn Constantly
  - Develops empathy and knowledge by asking questions, learning, and engaging with new ideas.

TESTING

- Testing
  - Provides job-embedded support to continue learning and growth.
- Navigate Perspectives
  - Clarifies and communicates values to make concepts relevant and achievable.
- Catalyze Action
  - Seeks out ways for self and others to constantly ask questions, learn, and share.
- Develop Credibility
  - Expresses authentic gratitude and builds deep relationships by creating an environment that encourages, and celebrates risk-taking and vulnerability.
- Engage Directly
  - Provides authentically specific, clear why, theory of success.

LEARNING CYCLE

- Planning
  - Create support plan aligned to current needs.
- Spark
  - Generates broad support for vision and priority, and data from real experiences.
- Build
  - Builds deep relationships by creating environments that encourage, and celebrate risk-taking and vulnerability.
- Practice
  - Synthesizes learnings to inform next steps and focus areas.
- Nurture Trust
  - Builds deep relationships by creating environments that encourage, and celebrate risk-taking and vulnerability.
- Decisely
  - Makes responsive decisions guided by networked communities and data.
- Distribute Power
  - Designs systems that engage others to lead, decide, and innovate.
- Learn Constantly
  - Develops empathy and knowledge by asking questions, learning, and engaging with new ideas.
- Navigate Perspectives
  - Clarifies and communicates values to make concepts relevant and achievable.
- Catalyze Action
  - Seeks out ways for self and others to constantly ask questions, learn, and share.
- Develop Credibility
  - Expresses authentic gratitude and builds deep relationships by creating an environment that encourages, and celebrates risk-taking and vulnerability.
- Engage Directly
  - Provides authentically specific, clear why, theory of success.
- Build
  - Builds deep relationships by creating environments that encourage, and celebrate risk-taking and vulnerability.
- Practice
  - Synthesizes learnings to inform next steps and focus areas.
- Nurture Trust
  - Builds deep relationships by creating environments that encourage, and celebrate risk-taking and vulnerability.
- Decisely
  - Makes responsive decisions guided by networked communities and data.
- Distribute Power
  - Designs systems that engage others to lead, decide, and innovate.
- Learn Constantly
  - Develops empathy and knowledge by asking questions, learning, and engaging with new ideas.
- Navigate Perspectives
  - Clarifies and communicates values to make concepts relevant and achievable.
- Catalyze Action
  - Seeks out ways for self and others to constantly ask questions, learn, and share.