**Influence 100 Fellows Program**

**Who We Are**

The Leadership Academy is a nationally-recognized nonprofit organization with a clear mission: to build the capacity of educational leaders, at every level of the system, to confront inequities and create the conditions necessary for all students to thrive. Through our partnership with Massachusetts Department of Elementary and Secondary Education (DESE), we will support the Influence 100 Fellows Program in meeting its immediate goals around strengthening the identification and development of aspiring superintendents, with an equity focus, using standards-based support for new and aspiring superintendents.

**Influence 100 Objectives**

Sessions #1-#3:

**I. Focus the District’s Work on Learning & Teaching**

* Vision
* Values
* Theory of Action
* Strategy
* Instructional Core

Session #4:

**II. Think and Act Strategically**

* Entry Process
* Cultural vs. Technical Change
* Tools to help identify and solve problems

Sessions #5-#7:

**III. Developing the Capacity of Leaders, Teachers, and the Organization**

* Culture & Core Values
* Nurturing Principals as Instructional Leaders
* Effective Teams
* Personnel Development & Management

Sessions #8-#9:

**IV. Further Develop Schools as a Leader**

* Leadership Skills & Preferences
* Interpersonal Skills
* Political Acumen
* Self-Awareness
* Giving & Getting Feedback

Sessions #10-18 will be based around the development of **The Leadership Academy’s Five Equity Leadership Dispositions**.

**Goals of Influence 100 and The Leadership Academy Involvement**

Influence 100 will be comprised of 18 sessions over a 2 year span. The curriculum will be designed to meet DESE’s Professional Standards and Indicators for Administrative Leadership, as well as incorporating standards for superintendents which The Leadership Academycreated for the Association of American School Superintendents (AASA) in 2018. *Lead for Equity & Access* is The Leadership Academy’s foundational standard and, as a result, a thread of racial equity will run through the entire curriculum. We will be focused on helping the leaders understand the history of race and racism in the country and in MA specifically, to understand how that history has resulted in today’s inequities and to have the tools to dismantle those inequities. Aspiring superintendents will be given opportunities for mentoring experiences from The Leadership Academy’s deep network of national leaders of color, who will help guide participants as they engage in data analysis to determine an urgent inequity they wish to dismantle in their own districts.

In order to do this, they will develop a problem of practice (PoP), a theory of action (ToA) about how to solve it as well as an action research project. Over time, they will give and receive feedback on these projects, refining them and tracking their progress. The participants will learn from one another’s struggles and achievements along the way. In this way, we also hope to build this group of aspiring superintendents into a professional learning community that continues long after the program is complete.