



THE PRINCIPAL CENTER

NAVIGATOR

EVIDENCE-DRIVEN INSTRUCTIONAL LEADERSHIP

PROFESSIONAL DEVELOPMENT FOR SCHOOL AND DISTRICT TEAMS



EVIDENCE-DRIVEN INSTRUCTIONAL LEADERSHIP PROFESSIONAL DEVELOPMENT FOR YOUR ENTIRE TEAM

Navigator membership provides an organization-wide license to The Principal Center's full suite of capacity-building programs that empower instructional leaders to:

- Confidently get into classrooms every day
- Have feedback conversations that change teacher practice
- Discover their best opportunities for school improvement

One membership covers all staff, including principals, assistant principals, deans, coaches, teacher leaders, and others you want to develop as instructional leaders. Our core programs include:



INSTRUCTIONAL LEADERSHIP ASSOCIATION

The Instructional Leadership Association helps school leaders confidently get into classrooms every day and build their capacity by following our High-Performance Instructional Leadership Roadmap for growth. We release new content each month through the Instructional Leadership Show, our custom planner, exclusive on-demand training videos, online courses, and our members-only Playbook.



ORGANIZATIONAL LEARNING INTENSIVE

The Organizational Learning Intensive helps school leaders discover their best opportunities for creating sustainable improvement by adopting an evidence-driven school improvement system. Once leaders master the Organizational Learning Cycle, they experience a permanent increase in their capacity to transform their schools into true learning organizations.



HIGH-PERFORMANCE INSTRUCTIONAL LEADERSHIP CERTIFICATION

The High-Performance Instructional Leadership Certification Program builds school leaders' capacity to change teacher practice through evidence-based feedback conversations, using the shared language of their instructional framework. Includes the Instructional Framework Development Program for developing shared expectations with staff.



REPERTOIRE FEEDBACK APP

Our web-based feedback app, Repertoire, is designed to help instructional leaders take evidence-rich notes during formal or informal observations, using the shared language of instructional framework. Repertoire automatically saves and suggests well-crafted phrases for use in your notes and feedback to teachers, making writing faster, more precise, and more aligned to shared expectations.

MONTHLY ROUNDTABLE VIDEOCONFERENCES

GAIN DIRECT ACCESS TO INDUSTRY THOUGHT LEADERS

In addition to our world-class professional development programs for your team, your membership also includes our exclusive Roundtable meetings, where we give you direct access to our profession's leading experts, so you can ask questions, get feedback, and gain clarity on your next steps in building capacity for instructional leadership.

Roundtable meetings are held via live video conference each month, and are recorded for members to review at any time.

RECENT GUESTS INCLUDE:

- Doug Fisher & Nancy Frey on their PLC+ model from *PLC+: Better Decisions and Greater Impact by Design*
- Jennifer Abrams on *Having Hard Conversations*
- Anthony Muhammad on *Time for Change: Four Essential Skills for Transformational School and District Leaders*
- Jane Kise, Polarity Management expert and author of *Holistic Leadership, Thriving Schools*
- Douglas Reeves on *Achieving Equity and Excellence*



Instructional Leadership
DIRECTORS'
ROUNDTABLE

Request a Quote:
PrincipalCenter.com/navigator

DIFFERENTIATED PROFESSIONAL DEVELOPMENT FOR BUILDING CAPACITY ACROSS YOUR ORGANIZATION

As a Navigator organization, you'll receive a customized Instructional Leadership Development Plan. We'll work with you to craft specific timelines for each leader's growth.

FOR SENIOR LEADERS, ADMINISTRATORS, AND INSTRUCTIONAL COACHES:



High-Performance Instructional Leadership Certification Program (Individual rate: \$1495)

Our flagship program on changing *teacher* practice:

1. The Power of Professional Conversation
2. High-Performance Habits for Getting Into Classrooms
3. The Classroom Connection: Understanding Instructional Improvement
4. Seeing Deeper with Learning Dynamics™
5. The Power of A Shared Instructional Framework
6. Gathering, Discussing, and Using Evidence from Classroom Observations
7. High-Performance Formal Evaluations
8. Go and See: Fueling Organizational Learning

FOR CENTRAL OFFICE AND SCHOOL-BASED CHANGE LEADERS:

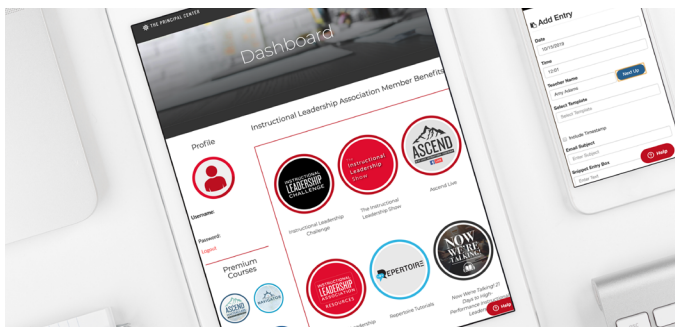


Organizational Learning Intensive (Individual rate: \$1495)

Discover how to create sustainable improvement by following the Evidence-Driven Roadmap for Change:

1. Find Your Bearings
2. Map The Improvement
3. Help People Change at the Right Time
4. Get Close to the Work
5. Protect & Accelerate the Work
6. Learn through Evidence-Driven Inquiry

FOR ADMINISTRATORS AND INSTRUCTIONAL COACHES:



Instructional Leadership Association (Individual rate: \$564)

Members of the Instructional Leadership Association get access to our Repertoire feedback app, our quick-start Instructional Leadership Challenge to develop the habit of daily classroom visits, and new resources each month to advance through the High-Performance Instructional Leadership Roadmap.

DEFINE SHARED EXPECTATIONS FOR PRACTICE

THE INSTRUCTIONAL FRAMEWORK DEVELOPMENT PROGRAM



Team Instructional Frameworks are the cure for generic feedback. When leaders get into classrooms, they can use teacher-developed TIFs as observation templates to structure their thinking and feedback in Repertoire.

Rather than look for generic elements of effective practice, TIFs enable leaders to provide evidence-driven feedback on specific team practices, using language and shared expectations teachers have articulated themselves.

In the Instructional Framework Development Program, teachers discover how to create rubrics describing the "insider's view" of practice, so feedback conversations can focus on specific instructional activities using clear, teacher-developed common language.

Teachers often resist and resent feedback based on lists of observer-friendly "look-fors," because they know practice is more than meets the eye. If leaders focus only on the obvious, surface elements of lessons, they won't get at the heart of teacher practice. We call this tendency *observability bias*.

TIFs focus observers' attention on key aspects of practice that are harder to see, such as teacher decision-making, that can only be discovered through evidence-driven feedback conversations, based on a framework of shared expectations.

Navigator membership includes support for teams developing instructional frameworks, as well as complementary setup in our Repertoire app.

1. PRACTICE NAME _____

2. KEY CHARACTERISTICS OF THE PRACTICE:

a.	e.
b.	f.
c.	g.
d.	h.

3. EVIDENCE OF PRACTICE GRID

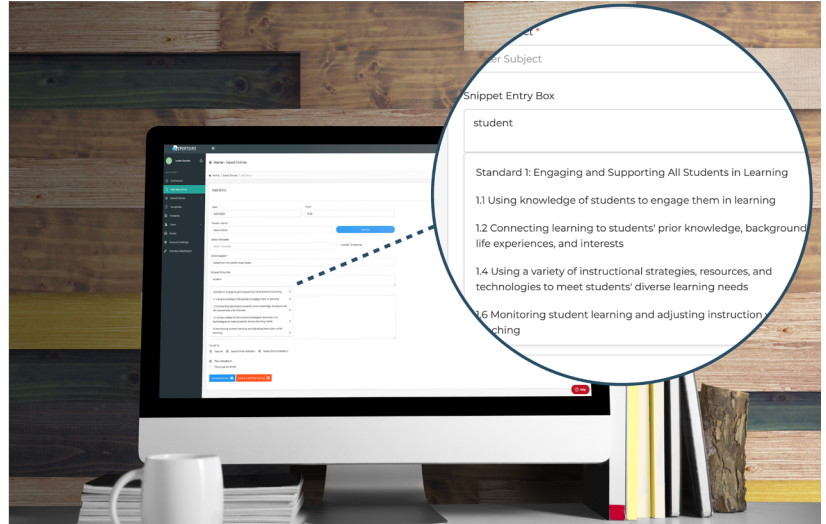
Plot each characteristic by letter

THE REPERTOIRE FEEDBACK APP FOR EVIDENCE-DRIVEN INSTRUCTIONAL LEADERSHIP

Repertoire empowers senior leaders to have evidence-based conversations with instructional leaders about the feedback they're providing to teachers, creating a culture of accountability for visiting classrooms regularly and staying close to the work of instructional improvement.

Navigator membership includes access to Repertoire for your entire admin team. Repertoire is our web-based feedback app for keeping track of formal observations—as well as informal classroom visits—providing evidence-based, framework-linked feedback to teachers, using the specific vocabulary of your organization's improvement strategies.

Our team will import your organization's teacher evaluation criteria, shared expectations for practice, and Team Instructional Frameworks, putting precise language at each observer's fingertips with the Snippets feature. Like iPhone autocorrect or Google Search Autocomplete, Repertoire will automatically suggest relevant snippets as you type, saving time and increasing the precision of your feedback. Repertoire seamlessly learns as you type, building your "repertoire" of feedback phrases with each observation.



Learn more at:
PrincipalCenter.com/repertoire

ABOUT YOUR STRATEGIC ADVISOR

JUSTIN BAEDER, DIRECTOR, THE PRINCIPAL CENTER



The Navigator program's content is developed and curated by Justin Baeder, Director of The Principal Center. A former principal in Seattle Public Schools, he is creator of the Instructional Leadership Challenge, which has helped more than 10,000 school leaders in 50 countries around the world:

- Confidently get into classrooms every day
- Have feedback conversations that change teacher practice
- Discover their best opportunities for school improvement

Dr. Baeder is the author of *Now We're Talking! 21 Days to High-Performance Instructional Leadership* (Solution Tree), and serves as a strategic advisor to senior leaders in K-12 organizations.

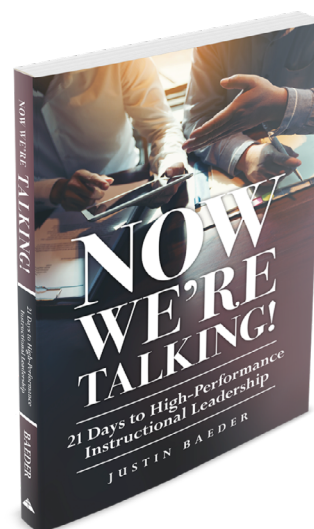
He is the host of Principal Center Radio, a weekly podcast featuring education thought leaders, and The Instructional Leadership Show, a weekly video podcast for K-12 leaders.

Dr. Baeder holds a PhD in Educational Leadership & Policy from the University of Washington, where he studied principal productivity with a view toward helping school leaders make a habit of visiting classrooms daily.

The Navigator school membership is more than just professional development for your team—it's also a resource for you as the senior leader in the organization.

By becoming a Navigator school, you'll gain direct access to 1:1 consultation and coaching to help you build capacity for instructional leadership.

You'll work directly with Dr. Justin Baeder to craft a year-long Instructional Leadership Development Plan for leaders at all levels of your organization.



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