



Lighthouse Academies®

Leadership Development Program

School leaders at Lighthouse Academies® (LHA) engage in an array of professional development and learning opportunities throughout their career. Lighthouse leaders are developed and supported through our New Leader Orientation, Regional Leadership Meetings, LHA Leader Institutes and ongoing Individualized Coaching. LHA recognizes that professional learning is effective when it is job-embedded, collaborative, and directly aligned to the five essential functions of an effective Lighthouse Academies leader:

Instructional Leadership

- Professional Development
- Data Analysis
- Culture of Achievement and Respect

Operational Leadership

- Management
- Culture of Achievement and Respect

LHA New Leader Orientation

New Leader Orientation is a multi-week program which includes network and regional level workshops as well as training provided by external providers. The goal is to provide a solid foundation of research-based best practices for school leadership and clear expectations of a Lighthouse School Leader. Topics include but are not limited to:

- Lighthouse Academies Culture and Model
- Assessment and Data-Driven Instruction
- Lighthouse Academies Coaching Model
- Arts Infusion at Lighthouse Academies
- Talent Management – Recruitment, Selection, and Human Resource procedures
- Community and Family Engagement

In addition to these Lighthouse-based trainings, LHA partners with external organizations to provide in depth, targeted professional development opportunities aligned to our mission and vision. Examples of these trainings include:

- *Introduction to the Framework for Effective Teaching* (Danielson Group)
- *Understanding By Design Overview* (Authentic Education)
- *Responsive Classroom 1 or Developmental Designs for Middle School Students 1* (Origins)

LHA Leader Institutes

LHA Leader Institutes are designed around best practices like data-driven instruction and effective coaching practices and occur throughout the year. School leaders select which institutes to attend based on their individual needs. Leader Institutes are planned and lead by the Research, Design, and Strategy team and outside consultants.

Individualized Coaching

Each school leader is individually coached by their Regional Vice President (for Principals) or by their principal (for Directors of Teacher Leadership). Coaching activities include but are not limited to: collaborative learning walks, modeling or observing meetings, analyzing data, providing feedback on parent meetings, troubleshooting challenging management situations, etc. The individualized support by leadership coaches is intended to provide targeted, data-driven support to school leaders to support them in achieving their school goals.

Regional Leadership Meetings

Lighthouse leaders meet frequently with colleagues across the region to collaborate on best practices, analyze data, and problem solve challenges. Regional leader meetings are lead and facilitated by the Regional Vice President and may include workshops lead by the Research, Design, and Strategy team.