

Sample Leadership Team Study Circle Retreat

Long-term Goal:

- To become an Instructional Leadership Team that has the trust, structures, and confidence to close the achievement gap and ensure that all students are getting the best possible education.

Study Circles provide a structure to help leadership teams:

- Develop the trust, skills, and confidence needed to have an honest dialogue about race and other challenging issues.
- Create a shared a vision and understanding of the barriers to that vision.
- Implement specific action steps to address the attitudes, practices, and policies that impact student achievement and parent involvement.
- Build the structures for on-going conversations and exploration.

Session Goals:

Session 1:

8 am to 3 pm (breakfast at 7:30, lunch will be provided)

- Begin building the trust. Participants go through a series of activities that help develop a foundation for honest and productive dialogue on racial barriers to achievement.
- Talk vision for the ILT.

Session 2:

8 am to 3 pm (breakfast at 7:30, lunch will be provided)

- Explore different experiences around race.
- Examine specific school examples and practice using a racial lens.
- Develop specific questions and structures that ensure:
 - Race stays on the table
 - The ILT has a collective vision for closing the achievement gap and ensuring that all students have the best possible education.

In my 13 years as a school administrator, our work with Study Circles/Equity Team in 2012-13 was the best professional development for the leadership team that I have ever experienced.

Not only did we develop a community of leaders who is now able to talk about race and the persistent achievement gap at our school, but we came together as a strong, cohesive team to a degree that we had never experienced. We got to know each other's stories and brought levels of trust, commitment, accountability, and shared leadership to new heights.

This unintended outcome has strengthened the ILT more so than I ever envisioned, and has launched us into a renewed commitment to confront issues of race and work together to close the achievement gap.

Scott Murphy, principal, Watkins Mill High School, October, 2013

Follow Up Sessions :

- Session 3 --1:30 to 3:30 pm
- Session 4 -- 1:30 to 3:30 pm
 - Continue to develop action plan.
 - Discuss successes and challenges.
- Study Circles staff will provide coaching and support between sessions.
- Additional study circle sessions can be added.