

HIGH-IMPACT LEADERSHIP FOR SCHOOL RENEWAL
Project Abstract

The High-Impact Leadership for School Renewal (HIL) Project is a leadership development program for practicing and aspiring principals. The conceptual framework of the HIL Project has three major elements: (a) an evidence-based leadership development program called the Seven Dimensions of Learning-Centered Leadership, (b) seven research-supported strategic levers for high integrity and fidelity implementation to support renewal activities, and (c) the five levels of learning including “what is important and why” (experiential), “what to do” (declarative), “how to do it” (procedural), “when to do it” (contextual), and “what to look for in results and how to make adjustments” (evidential). WMU is seeking SEED grant funding to develop the leadership capacity within the 15 intermediate or educational service agency (ISD or ESA) districts and 150 local schools serving over 68,000 in enrollment. The project is a collaborative endeavor by Western Michigan University (WMU) and two statewide initiatives called the Reading Now Network (RNN) and the General Education Leadership Network (GELN) through the Michigan Association of Intermediate School Districts (MAISA).

The **HIL Project** addresses Absolute Priority 2 (a, b, c), Competitive Preference Priorities 1 (a, b) and 2, and the Invitational Priority. We will randomly assign the 150 school teams into two cohorts. Each school team consists of the practicing principal and three aspiring principals. In the first 30 months (2.5 years) of this Project, we will provide an intense leadership development program to the practicing principal and three aspiring principals from each of the 75 high-need schools. In the last six months of year three, we will conduct training for the second cohort of 75 schools that serve as the control group during the first 2.5 years. If funded into years four and five, the second cohort of 75 school teams will receive the full 30-month treatment. The project will develop a new model for principal leadership development.