



# GEORGIA LEADERSHIP INSTITUTE FOR SCHOOL IMPROVEMENT (GLISI)

**Our Mission:** *We provide systemic solutions to improve education leadership in Georgia.*

**Our Theory of Action:** *Systemic improvement of education leadership will help districts and schools improve student achievement through team-based improvement, talent management, and balanced performance improvement.*

Georgia Leadership Institute for School Improvement (GLISI) is a catalyst to improve school and district leadership. We are a public/private initiative with a seven-year track record of helping education leaders achieve desired results. We provide innovative, performance-focused, systemic solutions (training, consulting, initiatives and tools) which help education leaders positively impact student achievement and organizational effectiveness, and ensure schools have workforces which are able to meet the needs of 21<sup>st</sup> century communities.

GLISI is unique in the nation because we leverage best practices from education, academia, and business. GLISI has a reputation as the thought leader in the state for systemic improvement of education leadership through innovative practices blended from business and education. Georgia's ability to hold steady in its progress in all areas of student achievement amid the leader shift has been anchored by our steady focus and effort on improvement of education leadership.

## Programmatic Results

- GLISI supported over 19,375 education leaders in improving their leadership since 2002. GLISI works with districts throughout Georgia and has partnered with 168 of the 181 Georgia school districts.
- GLISI works with willing learners from all levels of schools and districts from low-performing schools to high-performing schools as well as urban, suburban, and rural districts. GLISI consistently works with schools that have higher percentages of students on free or reduced lunches than non-GLISI schools.
- 2,949 school and district leaders have participated in GLISI's Leadership Base Camp and Leadership Summit in 116 districts. GLISI's Base Camp and Leadership Summit program focuses on training and supporting district leadership teams to accelerate school improvement and increasing effectiveness of existing leaders.
- GLISI has developed a standardized curriculum aligned to state standards, and offers 70 free modules, with support tools and assessments.
- Approximately 50% of Georgia school districts have adopted Balanced Scorecards, using GLISI's Executive Development training and support to better plan, manage, monitor, and communicate the district's performance.
- 632 leadership coaches have been trained to support leaders statewide in GLISI's Leadership Preparation Performance Coaching program to provide performance-based coaching based on specific and clear expectations.
- 565 developing and aspiring leaders were trained for transition to new responsibilities in GLISI's Rising Stars program, a district-based leadership preparation program customizable to individual candidate's needs and strengths to meet the needs of the district designed to grow the leadership pipeline and increase the effectiveness of leaders.

## Performance Results

- GLISI schools outperform non-GLISI schools on AYP. For schools in districts with less than 49,000 students, GLISI schools achieved AYP 3.3% more than non-GLISI schools. For elementary and middle schools the percentage was nearly 5% more for GLISI schools (based on 2008 AYP data).
- 111 of the 565 aspiring leaders were hired into leadership roles after completion of GLISI's Rising Stars program, reducing the time to leadership proficiency. Districts judge Rising Stars capabilities as equal to principals' with three years of experience.
- 100% of GLISI's superintendent participants have said their relationship with GLISI has helped them make district improvements more rapidly.
- 92% of GLISI participants report that their schools have changed positively and attribute this change to working with GLISI.
- On a 4-point enthusiasm scale, participants would recommend GLISI to colleagues with a score of 3.85.
- From a meta-analysis of GLISI case studies, researchers at the University of Georgia found that GLISI districts (1) realized *systemic improvement through a systematic approach* and (2) improved the *quantity and quality of leaders* developed through GLISI programs.