

Improvement of Education Leadership in Georgia

Executive Summary

School leadership matters and it matters most where it is needed the most. As Georgia strives to lead the nation in gains in student achievement, schools and districts with the greatest challenges will benefit most from strong leadership.

Leadership for Results

Since its inception in 2002, the Georgia Leadership Institute for School Improvement (GLISI) has strategically and purposefully helped school districts across the state of Georgia to adopt the practices essential to improving school leadership and sustaining improved results. GLISI trains and supports leaders in three key practices which improve organizational value and performance:

1. Talent management systems, ensuring schools and districts have integrated and effective systems to find, grow and keep effective leaders;
2. Performance management practices which create, monitor and sustain a culture of high expectations focused on results, and;
3. Team-based improvement, to engage faculty, staff and stakeholder group in shared work, leveraging their strengths and building a team capable of sustaining improvement.

GLISI works with districts throughout Georgia and has partnered with 168 of the 181 Georgia school districts. GLISI is now the proven choice for building district and school capacity to create a performance culture that improves the instructional core, maximizes operations and achieves results.

Turnaround Leadership

This capacity to drive improvement is most needed in our lowest-performing schools. GLISI is committed to creating a new kind of “turnaround school” – a school that is not only led by a great leader who gets great results, but a school where all staff have the capacity and commitment to achieve and sustain results. Building this kind of turnaround school requires leaders to implement a structured process for talent management, performance management and team-based continuous school improvement. In GLISI districts throughout Georgia, schools have a performance culture focused on results, a “bench” of talent preparing for future leadership roles, and a teaching force that is engaged in effective school leadership practices and continuous improvement. As a result, these schools have sustainable reforms and, most importantly, demonstrated gains in student achievement.

Building on GLISI’s Success

GLISI is a proven solution for sustaining school improvement and calls on all stakeholders and partners to join in this important work. With Georgia’s Race To The Top application to the US Department of Education, the opportunity to apply for Innovation grants and a necessary focus on fiscal restraint, Georgia must seize the opportunity to improve education leadership across the state. GLISI has developed the expertise, tools and capacity to improve leadership practices that get measurable results to support Georgia’s reform efforts. Join us in deepening these practices across the state by expanding GLISI’s work, leveraging education partners to support school leadership practices and ensuring that all of Georgia’s schools have leaders achieving results.