

# THE EINSTEIN WAY:

OUR MISSION IS TO NURTURE STUDENTS TO BE ACADEMICALLY STRONG AS WELL AS SOCIALLY AND EMOTIONALLY RESILIENT.



MICHAEL MCKENZIE,  
CHIEF EXECUTIVE OFFICER

# EINSTEIN OBJECTIVES



## 01 CULTURE

Our students are safe. Our environments are clean. Our adults take ACTION.



## 02 QUALITY INSTRUCTION

Our students consistently receives quality instruction.



## 03 COMPLIANCE

Our organizational frames meet federal, state, and local compliance guidelines.



## 04 ENGAGEMENT

Our community and parent engagement is consistent, organic, and mission-aligned.



## 05 RESOURCEFUL

Our resources are well-managed and organized. We are thrifty and circumspect

# EINSTEIN LEADERSHIP COMPETENCIES



◆ LEADING QUALITY INSTRUCTION

◆ LEADING STRATEGIC SCHOOLS

◆ LEADING STRATEGIC SCHOOLS

◆ NARRATIVE & ENGAGEMENT

◆ LEADING ASPIRATIONAL  
VISION & CULTURE

◆ STRATEGIC PLANNING MODEL:  
D.R.I.V.E.



# LEADING WITH VALUES

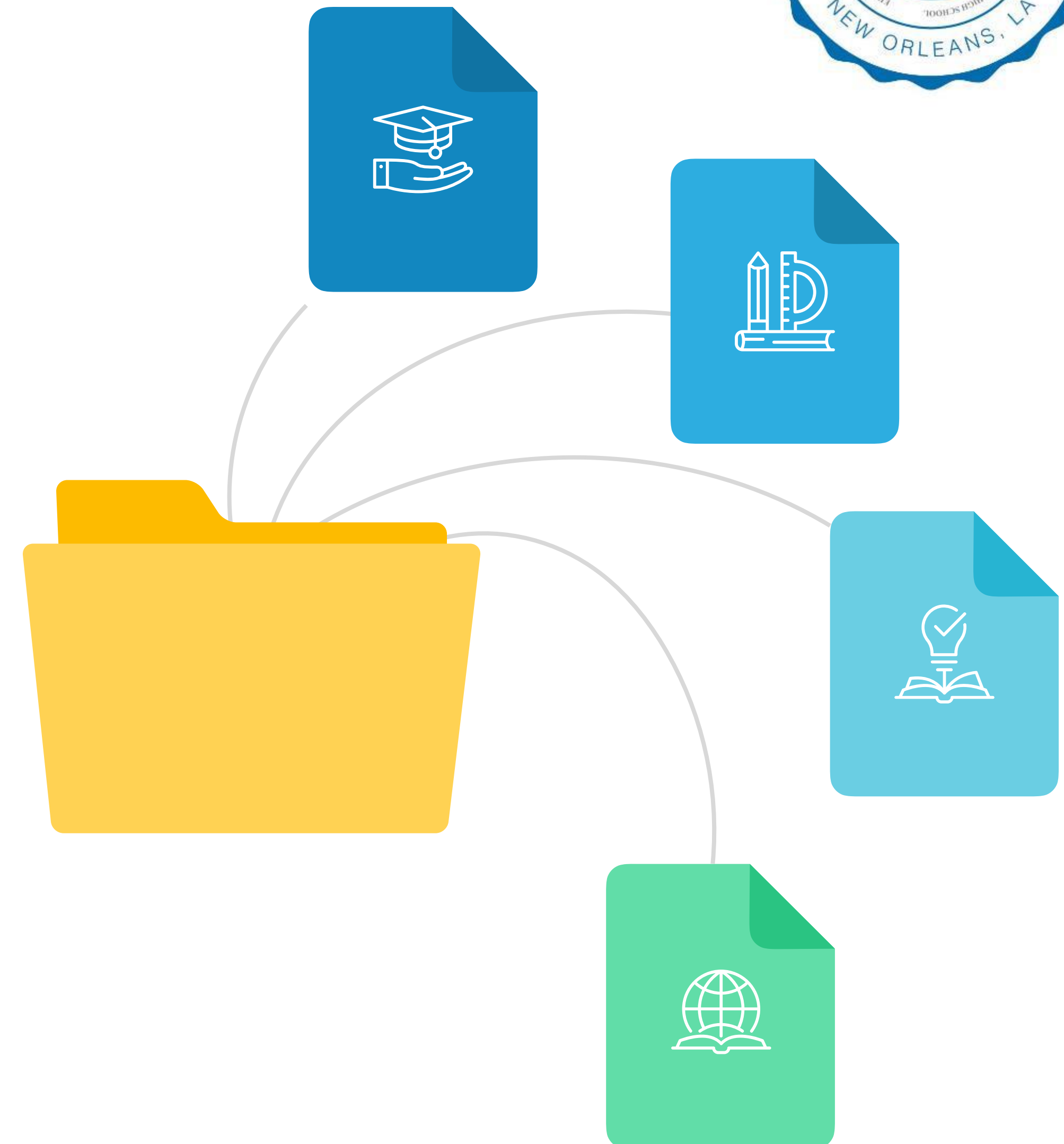


◆ ACCOUNTABLE FOR  
OUTCOMES

◆ ADVANCES A.C.T.I.O.N., S.T.R.O.N.G. &  
R.E.L.A.T.I.O.N.S.H.I.P.

◆ ADVOCATES FOR  
CHILDREN

◆ RESEARCH & EVIDENCE

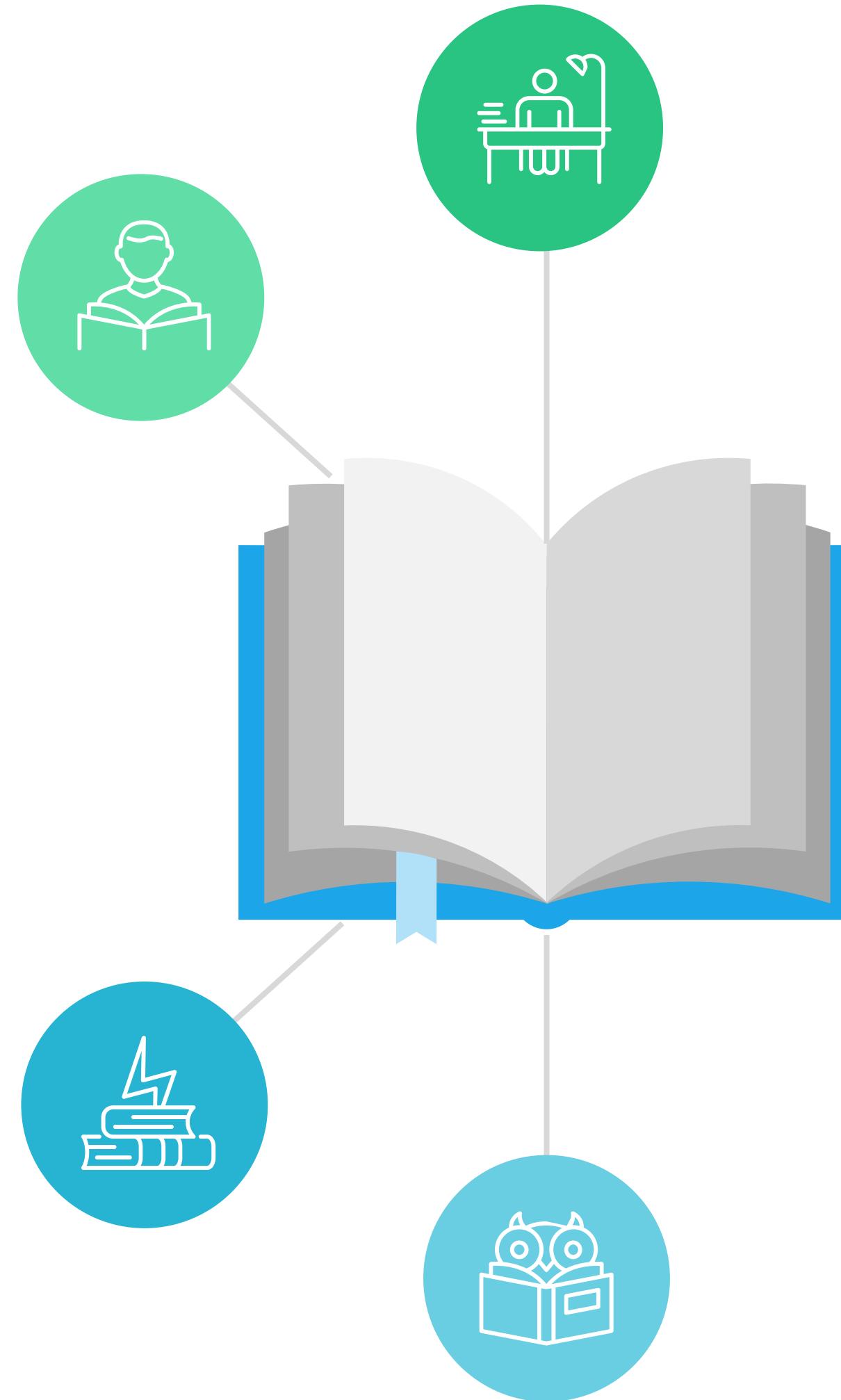






# LEADING ASPIRATIONAL VISION & CULTURE

- ◆ **ESTABLISHES SYSTEMS & ARTIFACTS**
- ◆ **HIGH EXPECTATIONS**
- ◆ **SOCIAL & EMOTIONAL SUPPORT**
- ◆ **INFLUENCE & ASPIRATION**



# LEADING QUALITY CLASSROOM INSTRUCTION & HOME PRACTICE



◆ ASSESSMENT

◆ PROFESSIONAL DEVELOPMENT

◆ PLANNING

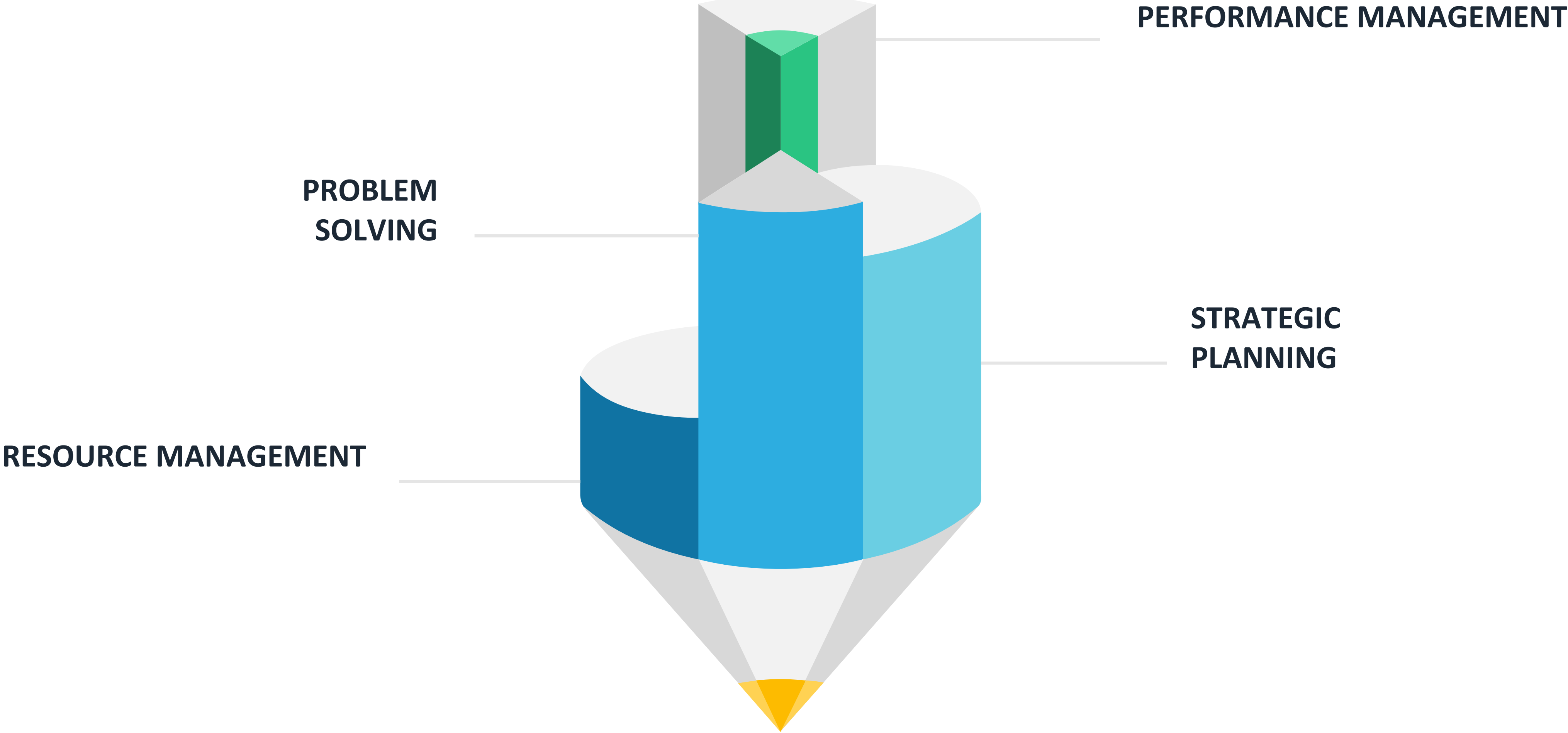
◆ PRACTICE

◆ INTERVENTION

◆ HOME PRACTICE



# LEADING STRATEGIC SCHOOLS

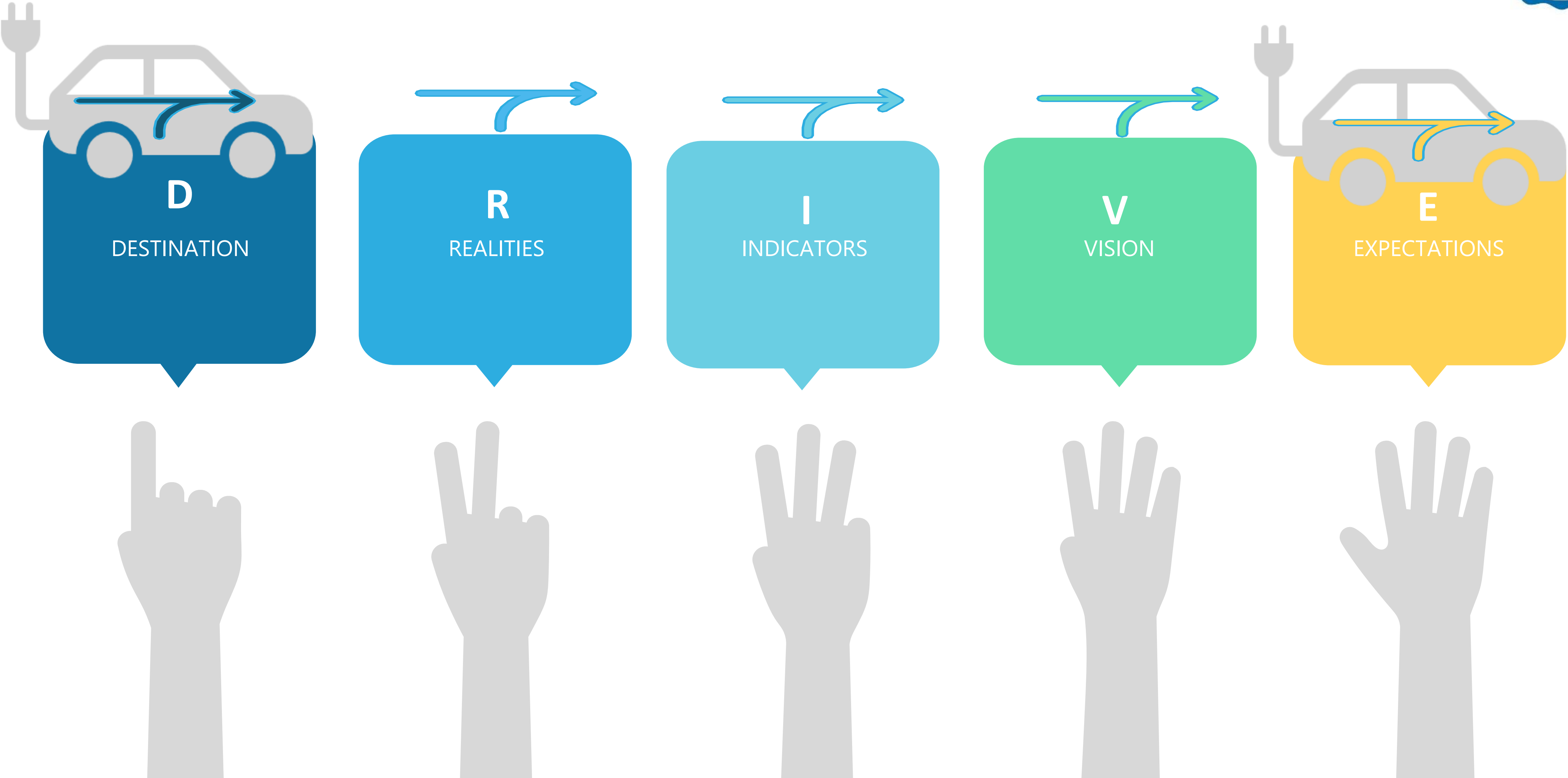


# NARRATIVE & ENGAGEMENT

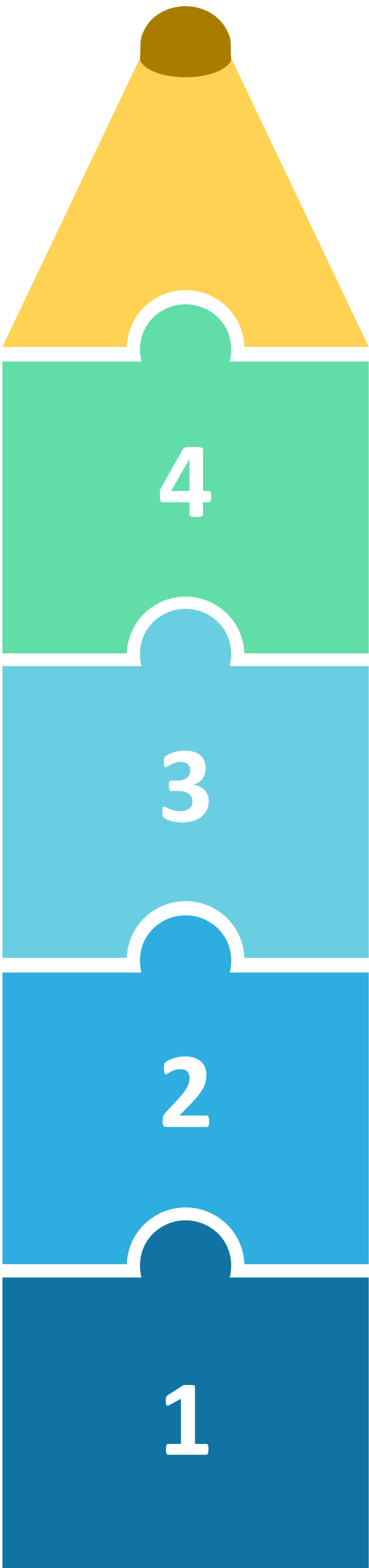




# STRATEGIC PLANNING MODEL: D.R.I.V.E.



# INSTRUCTIONAL STRATEGIC ACTIONS & GOALS



## TEACHING & LEARNING

A and B rated schools

100% graduation rate



## POSITIVE BEHAVIOR

97% student attendance average

0 physical altercations

100% implementation of Bully Contracts



## INTERVENTION

90% LEAP proficiency rate on all assessments for UL, EcoD and ELL learners.



## COLLEGE & CAREER READINESS

100% college acceptance rate

20 ACT Average

# EINSTEIN INSTRUCTIONAL COHERENCE FRAMEWORK



## FEEDBACK & PERFECT PRACTICE

We practice skills and share feedback to perfect our craft.

## LEADER RESPONSE

We respond urgently to the needs of our learning community.

## INSTRUCTIONAL BLITZ

We facilitate observation and feedback cycles to increase the capacity of our instructional team.

## ACCOUNTABILITY & AUDITS

We utilize internal audits to identify and implement coaching opportunities, and assure accountability.



## DATA DIVES

We utilize data dives to drive how we engage with our students.

## CULTURE, INSTRUCTION & PROFESSIONALISM INSTITUTES

We engage in monthly professional development to enhance our learning which ultimately impacts student achievement.

## S.T.A.Y. (STRONG Teachers All Year)

We support teachers and faculty by facilitating a wellness centered program as a means of STAYing emotionally, physically, and instructionally STRONG.

# EINSTEIN LEADERSHIP CURRICULUM



## The Principal as the Curriculum Leader

Allan A. Glatthorn, Jerry M. Jailall, & Julie K. Jailall

## The Art of Coaching Teams

Elana Aguilar

## The Oz Principle

Roger Connors & Tom Smith

## Coherence

Michael Fullan & Joanne Quinn

## Helping Educators Grow

Eleanor Drago - Severson

## Transformational Leadership

James MacGregor Burns

## Perfect Practice

Doug Lemov



## Articles

Contributing to the Service Culture; R. Lucas (Ch.2) , How Schools and Districts Can Support Deeper Learning; M. Honig, L. Rainey, Poor Students Need Homework; R. Pondiscio, The Work of Leadership; R. Heifetz & D. Laurie



# EINSTEIN LEADERSHIP CULTURAL COMPETENCY CURRICULUM



**The Education of Blacks in the South, 1860-1935**

James Anderson

**Multiplication is for White People**

Lisa Delpit

**One City, One School, Many Foods**

Argentina Palacios

**LGBTQ Youth & Education**

Chris Mayo

**Latina/o Studies**

Ronald Miz

**Teaching with Love & Logic**

Jim Fay & Charles Fay, Ph.D.

**Culturally Sustaining Pedagogy:  
Teaching and Learning for Justice in a  
Changing World**

D'Jango Paris



# STRATEGIC LEADERSHIP & INSTRUCTION PARTNERS



THE NEW TEACHER PROJECT (TNTP)

NEW ORLEANS PUBLIC SCHOOLS

LOUISIANA DEPARTMENT OF EDUCATION

NEW SCHOOLS FOR NEW ORLEANS

ED FUEL

ANET

EDUSOLVE

INSTRUCTION PARTNERS



# EXPECTATIONS FOR EXCELLENCE



## ◆ SYSTEM WIDE EXPECTATIONS

- Authentically participates in Culture, Instruction, and Professionalism Institutes
- Consistently uses RELATIONSHIP framework and models Love & Logic approach
- Consistently models STRONG to youth and is STRONG in meetings, PLC's, and conferences
- Consistently attends student games, events, and activities wearing Einstein gear
- Consistently adheres to Einstein's systems, processes, and procedures

## ◆ ACTION, TEAM NORMS & AGREEMENTS, STRONG

- Behavior embodies every aspect of A.C.T.I.O.N. values on a consistent basis
- Communicates under the guidelines of Team Norms & Agreements
- Follows the appropriate chain-of-command when addressing issues
- Know, recited, and models Einstein's mission and A.C.T.I.O.N. values
- Avoids slander, defamation, and libelous activity on social media, group chats, and other communication forms

## ◆ PROFESSIONALISM

- Checks/regularly responds to electronic communication
- Average 97% attendance rate; Clocks in and out on time
- Dress in Einstein Apparel Daily; Jacket included
- Maintains a clean, sterilized, organized, well-edited, and clutter free environment
- Is consistently at duty post on-time and actively monitoring

## ◆ JOB DESCRIPTION

- Consistently performs all aspects of job description with excellence. Scoring examines effectiveness of '**Key Responsibilities**' on the job description





# OUR SOCIAL & EMOTIONAL LEARNING APPROACH



## **S.T.R.O.N.G.**

We utilize STRONG as a framework to encourage and remind students of the habits of attentive and active learners.



## **LOVE & LOGIC**

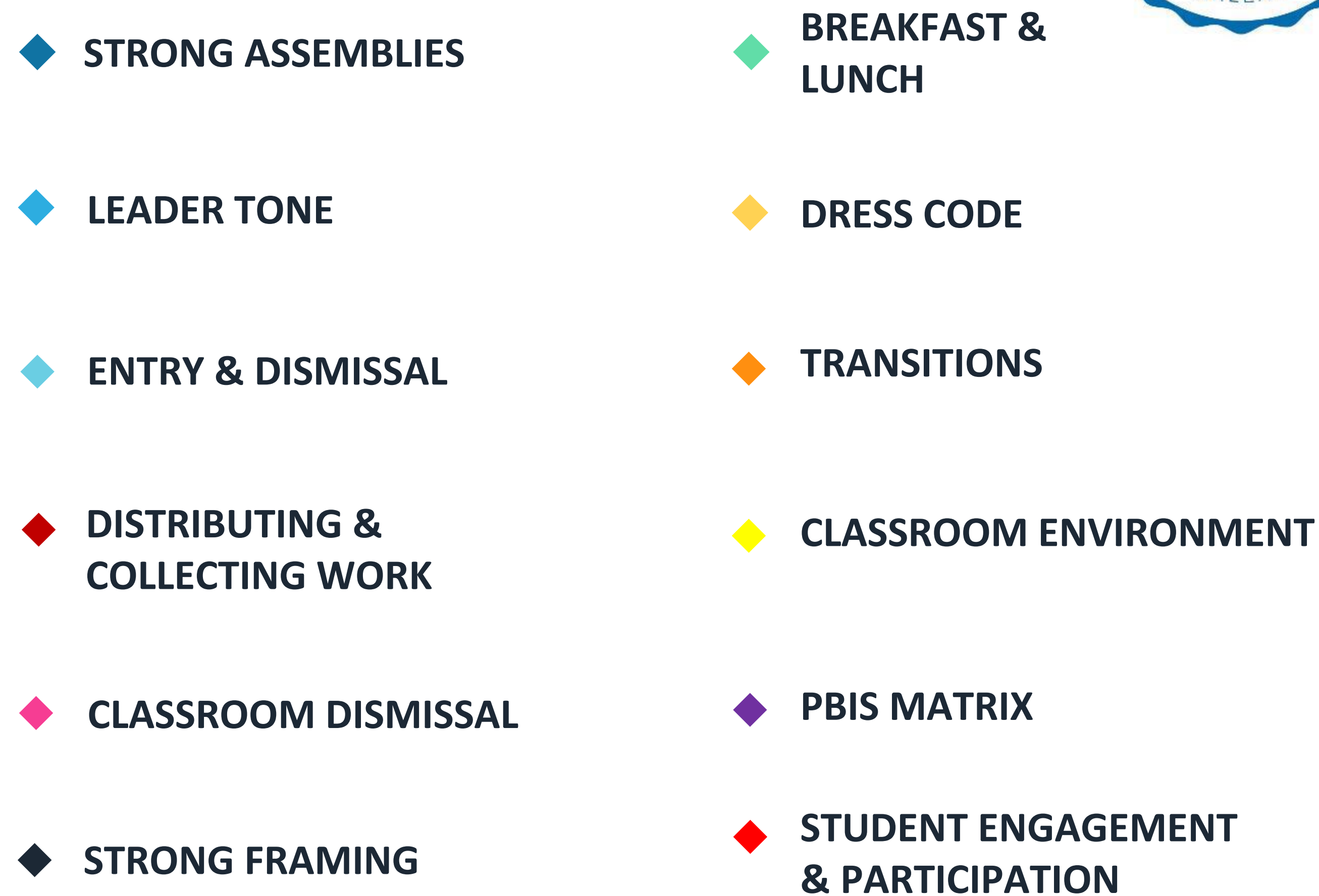
We practice Love & Logic to create a STRONG culture of love, equity and accountability.



## **R.E.L.A.T.I.O.N.S.H.I.P.**

We utilize the R.E.L.A.T.I.O.N.S.H.I.P. framework to establish and maintain STRONG partnerships with our students and community.





# Einstein's A.C.T.I.O.N. Values



- ◆ **ARDENT**  
We are passionate about our children and culturally relevant and culturally sustaining practices.
- ◆ **COMMUNITY - CENTERED**  
We value our community's history and diversity
- ◆ **TEAM NORMS & AGREEMENTS**  
Team Norms & Agreements guide our behaviors and mindsets .
- ◆ **INTEGRITY**  
Integrity guides our behavior.
- ◆ **OWNERSHIP**  
We do not pass the buck. We see it. We own it.
- ◆ **NEVER ABSENT**  
We show up for our children.

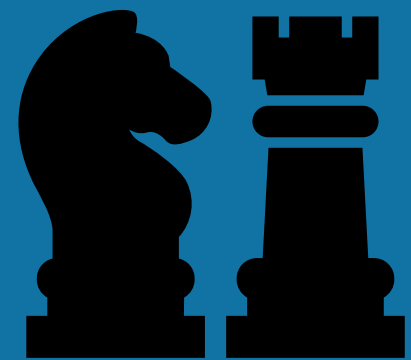




# Team Norms & Agreements

## Maintaining Excellence & Strategic Action

We use data and research to act strategically and maintain excellence for students.



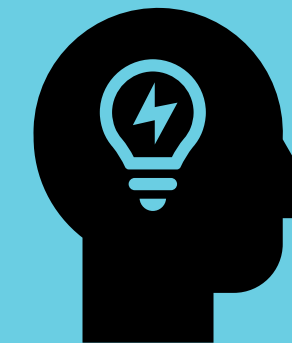
## Trust, Self-Awareness & Ethical Decision-making

As learners, we engage in reflective, professional behavior and ethical decision making.



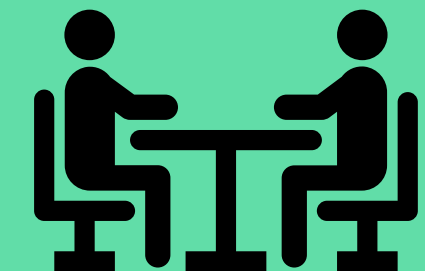
## Responsibility & Sense of Urgency

We maximize work time everyday to prioritize the needs and safety of our students.



## Effective Communication & Building Relationships

We communicate effectively to build and maintain STRONG relationships.



# Maintaining Excellence & Strategic Action

ELC TEAM NORMS & AGREEMENTS

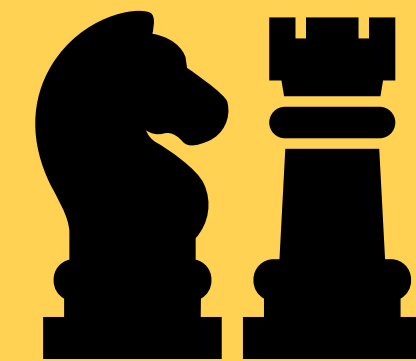


We consistently own  
our Expectations for  
Excellence to a  
maximum degree.

We demonstrate  
positively rooted  
intentions and  
strategic, mindful  
actions

We use the latest  
research and  
evidence in our  
language, techniques,  
facilitations, and  
strategies.

We use data to define  
the problem,  
brainstorm solutions,  
depoly strategy, and  
track outcomes.





# Trust, Self-Awareness & Ethical Decision Making

ELC TEAM NORMS & AGREEMENTS



We recognize conflict as a natural process of our progress.

We engage in professional behavior and refrain from the use of harmful words.  
We use low-inference language to objectively address problems or challenges.

We accept ourselves while we are committed to our own growth. We  
consistently use hindsight to strengthen foresight

We use low-inference language to objectively address problems or challenges.

We as learners, seek feedback by asking: "What did I do that was effective?"; and  
"What can I do better?" We seek to "do right" rather than "be right."



# Responsibility & Sense of Urgency

ELC TEAM NORMS & AGREEMENTS



We prioritize the needs and safety of our students.



We act with all deliberate speed and fidelity on Expectations for Excellence and responsibilities.



We ask for help because we are human and we model teamwork.



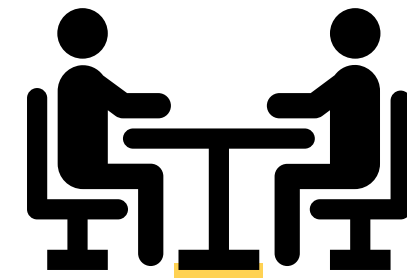
We maximize worktime every day, meet deadlines, and practice accuracy and efficiency.



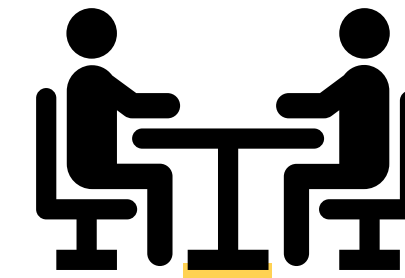
Leaders use ELC's coaching model to achieve accountability and goals.

# Effective Communication & Building Relationships

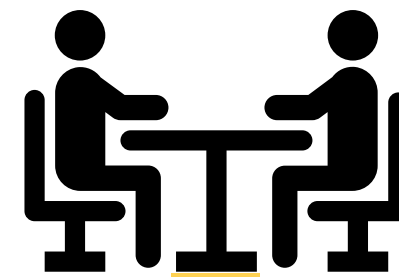
ELC TEAM NORMS & AGREEMENTS



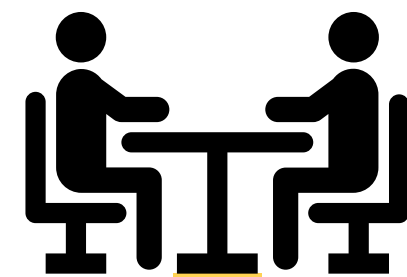
We preserve teammate dignity by holding our team accountable to positive, productive language. We collaborate, role play, and practice dialogue to enhance communication & build relationships.



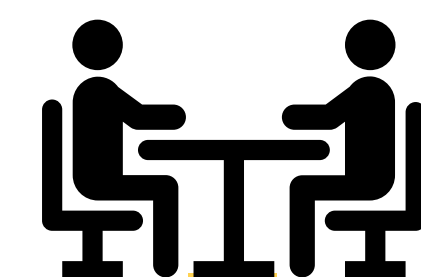
We use face-to-face meetings to eliminate undertones and minimize misunderstandings. We quickly follow-up and follow-through on requests.



We use irrefutable data and compelling evidence to support statements and claims.



We write to parents and stakeholders using neutral, succinct, clear, and low inference text. We play because laughter is the shortest distance between two people.



We respect and honor the chain of command. We understand that: **CONFIDENTIAL MEANS CONFIDENTIAL.**