



LEADERSHIP SUPPORT

MID-OHIO EDUCATIONAL SERVICE CENTER

Leadership Support Team

The Leadership Support Team provides customized learning and coaching to leadership teams and district and building administrators. We are implementation experts and help leadership teams and administrators define strategy in concrete terms and design implementation plans that engage staff and produce a shared commitment to improvement efforts.





WE ORGANIZE OUR WORK INTO THREE AREAS: PLAN, INSPIRE AND EVALUATE.

Plan:

Many districts have conceptual strategic plans with goals such as culture, academics, community engagement, and finance. These strategies are often aspirational and lack the clarity necessary for implementation. Let Mid-Ohio ESC help you move your ideas from conceptual to concrete, so you can operationalize your strategic plans. Post-COVID, many districts are also realizing they need to revisit and refine their strategic plans to include new focus areas and goals. We can help you create a new strategic plan, revise an existing one, or build an implementation strategy that mitigates training and logistics gaps or other barriers that will prevent success.

Inspire:

A great plan only works if each person in the organization is committed to its success. We offer leadership coaching and support for building and district leaders so they will engage their staff and design the support structures needed to build capacity. We focus on building strong and productive teams, so your District Leadership Team (DLT), Building Leadership Team (BLT) and teacher teams are working in tandem, embracing leadership roles and maximizing efficient and effective practices to support ongoing improvement. Professional development is expensive, and we can help you leverage your resources wisely to design a professional development plan that is tightly aligned to district and building goals, increases teacher leadership and expertise and produces a shared commitment to improvement. Finally, we make sure principals have the support they need to lead and inspire. We provide coaching and ongoing support to help principals communicate better, celebrate success and develop inspirational and effective instructional supervision.

Evaluate:

We measure what matters, and what we measure matters. We help administrators balance teacher autonomy with accountability by designing methods for observing, measuring and using data to drive decision-making and support decisions. We can help your district develop tools to define expectations and provide structure and specificity to teams without constraining creativity, initiative and individual teacher expertise. Finally, we can design surveys to help you identify strengths and areas of concern and provide recommendations for closing training, engagement or logistics gaps.

GET STARTED TODAY!

As a member district to the Mid-Ohio ESC, you are invited to receive the following support:

Where are we now?

Each administrator completes a survey that measures the following factors: collective leadership, teacher collaboration, professional development, unity of purpose, collegial support and learning partnership. Dr. Burke facilitates a full day meeting where we review the results, discuss implications of the survey with the entire leadership team, and provide a report with recommendations. Dr. Burke also meet individually with each school leader to discuss their individual survey results and how they inform individual leadership goals.

Where are we going?

Following the initial leadership meeting, Dr. Burke in partnership with Educational Partnership Institute LLC (EPI), he will produce a support plan proposal to help districts set priorities.

How will we get there?

Principals are invited to join us for three Lunch and Learns. These sessions will be held immediately after the Mid-Ohio ESC superintendents' meetings in September, December and May. Administrative teams can enjoy lunch together and discuss the topic of the day. Principals will then stay for a 90 minute learning session where they will gain insight on a topic and engage in take-and-do activities they can immediately use to apply what they learned. Sessions will be developed to address shared areas for growth identified through the initial survey. Dr. Burke will also provide monthly individual leadership coaching to interested principals to help them stay focused on their leadership goals.

How can we help?

While the ESC can provide some leadership programming to our member districts at no charge, we encourage you to consider investing in yourself with retained support services. Schools have more resources than ever, and investing a portion of those resources in your leaders has a great return on investment. A few meetings in a year and some coaching can be a helpful start to get on the right track, but change requires embedded and ongoing support. The Mid-Ohio ESC has partnered with EPI to provide additional retained support. EPI has a successful track record of working with districts long term to develop, implement and sustain initiatives. Retained services will keep your district focused, accelerate implementation, develop coherence and sustainability, and provide just-in-time coaching and support to your leaders. This level of support will allow Dr. Burke in partnership with EPI to be more actively engaged in your leadership team meetings and facilitate the development of district plans, protocols and shared tools. Upon completion of the initial administrative meeting, we will prepare a customized support plan for your consideration to help your administrators stay focused on their leadership goals.





DR. MARK BURKE

Dr. Mark Burke has held numerous and pivotal leadership positions in public education and academia. He served as an assistant principal, preschool director, federal programming coordinator, director of special education, secondary school principal, and district superintendent. His strength and success was recognized by several professional entities that have allowed him the opportunity to build the capacity of other leaders and present at state sponsored conferences and organizations. In addition, he is an adjunct professor in the Graduate College at The Bowling Green State University. Dr. Burke enjoys sharing his expertise in working with educators and leadership teams in implementing effective leadership practices, systems of culturally relevant communication (clear vision, mission, and messaging), and processes and protocols to yield school improvement with prescriptive professional learning and ongoing coaching.

Dr. Burke earned a Bachelor of Arts Degree in social sciences from Shawnee State University. He holds a Master's Degree in Educational Administration from Ashland University and an Ed.D. in Leadership Studies from The Bowling Green State University.



LISA RIEGEL, Ph.D.

Dr. Lisa Riegel's strategic counsel and leadership coaching on staff engagement, program improvement, communication, and evaluation has been sought internationally. She forms long term relationships with schools and her customized approach to school improvement includes the identification of key values in the organization, clear expectations for all stakeholders, and an evaluation system to ensure continuous improvement and focus. She is passionate about helping schools understand and develop positive contextual and organizational factors that lead to student achievement, job satisfaction and teacher retention. She especially enjoys helping schools set up policies and systems to develop collaborative leadership and to embed practices that motivate and celebrate staff, students and families.

Dr. Riegel earned dual bachelors degrees in English and Secondary Education from Kent State University. She holds a Master's Degree in Curriculum and Instruction from Otterbein University and a Ph.D. in Educational Administration from The Ohio State University. Her work on community-school partnerships and value-added data has appeared in peer-reviewed journals and she has authored three books: *No Parent Left Behind*, *Stop Doing What Doesn't Work: Creating Meaningful Partnerships with Today's Families* and *It's Not About the Test*.