



TNTP helps systems realize their vision for leadership development and deliver an excellent education for all students.

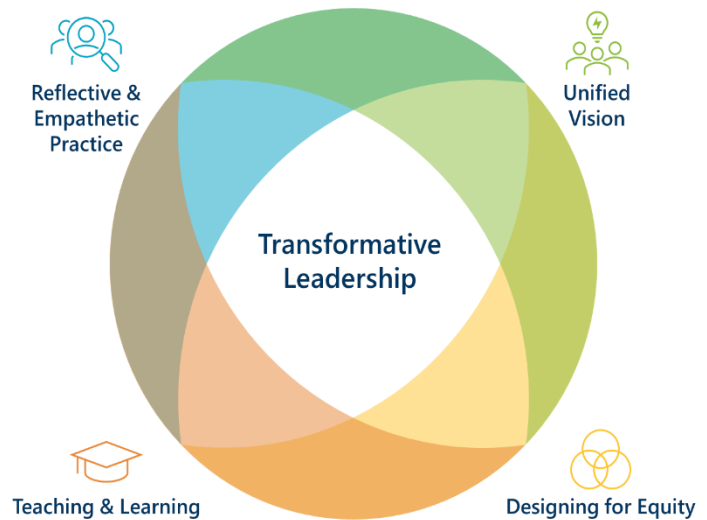
A great education for all students depends on great teaching—and great teaching depends on great school leadership. TNTP has a long history of helping school and system leaders steer their teams and programming toward sustainable progress for students. Over time, we’ve become strategic partners and trusted advisors, helping leaders articulate their vision, build talent and academic strategies to execute against it, and navigate implementation—and address the common challenges and skill gaps that can keep them from delivering an excellent education for all students.

To transform schools and provide an equitable education for an increasingly diverse student population, leadership development must move beyond traditional models of support. Our approach starts with developing a comprehensive strategy—one that reflects local context and integrates skill and knowledge building to holistically develop leaders across core competencies. From supporting with developing in-house leadership pipelines to leadership coaching and more, we offer a range of services to meet each system’s unique leadership development needs.

Our Approach

TNTP develops leaders at all levels of the system through support models that (1) are responsive to the unique needs of our clients and the community, state, and national educational landscapes; and (2) situate school improvement as an outcome of collective efforts of every member of the leadership team. Four key domains of effective school leadership anchor our approach:

- 1. Unified Vision.** Engage in an inclusive process with the entire school community (particularly those traditionally marginalized or lacking power in educational processes) to develop a vision of collective responsibility for the educational success of each student regardless of background.
- 2. Designing for Equity.** Acknowledge that most schools do not serve all students well, and design your school to both disrupt that inequity and respond to the complex and evolving needs of your community.



- Teaching and Learning.** Steward a strong instructional culture and team rooted in a sense of shared responsibility for realizing the school's vision for a thriving student experience.
- Reflective and Empathetic Practice.** Model a committed practice to both growing knowledge and fostering personal development and wellbeing in service of leadership for school transformation.

What We Do



DESIGN

We support school systems in designing and executing a comprehensive leadership development strategy from pipeline to career pathways and development along the leadership spectrum. We also work with systems to build internal leadership development programs or certification programs, supporting from **concept to implementation**. By integrating our deep expertise and experience with a range of local contexts and needs, we turn our partners' visions into reality.



PIPELINE

TNTP's alternative route principal certification program, Pathway to Leadership in Urban Schools (PLUS), helps districts and charter networks develop their own **pipeline of capable school leaders**. From recruitment through certification, we create a pipeline of leaders ready to lead. With a rigorous preparation model that includes a residency and certification only for leaders who demonstrate the ability to positively impact students, we develop leaders primed to make change. Since 2013, PLUS has prepared more than 250 leaders across 7 cities. *Read more about our PLUS programs [here](#).*



SUPPORT

We **develop leaders at all levels of the systems** to realize their vision for student success. From assistant principal to building principal and even principal supervisor, we design learning experiences that are responsive to school contexts, meet individualized needs, and reflect core leadership development competencies. Whether through **individualized coaching, monthly professional development, instructional walkthroughs, or summer planning retreats**, we develop leaders around key practices and beliefs that lead to success for the teachers, students, and families they serve.



EQUITY

We center equity in our leadership development approach, from **developing leaders who disrupt systems of inequity to helping systems support and retain leaders of color** for the long term, TNTP supports systems in moving to action on their equity commitments. *Read more about [The Opportunity Accelerator](#), TNTP's signature leadership development program that helps leadership teams center equity in their work, [here](#).*

GET IN TOUCH. To discuss how TNTP can support leadership development goals, contact Angela Maldonado at angela.maldonado@tntp.org.

TNTP believes our nation's public schools can offer all children an excellent education. A national nonprofit founded by teachers, we work at every level of the public education system to attract and train talented teachers and school leaders, ensure rigorous and engaging classrooms, and create environments that prioritize great teaching and accelerate student learning.