



THE ANNIE E. CASEY FOUNDATION

ATLANTA RESULTS COUNT LEADERSHIP PROGRAM 2017-2018 PROGRAM DESCRIPTION

Background

Atlanta is one of two civic sites, along with Baltimore, where the Annie E. Casey Foundation has a special connection and long-term commitment to child and family well-being. The Foundation is particularly focused on a set of neighborhoods in the southwest corner of the city called Neighborhood Planning Unit V (NPU-V), which includes Adair Park, Mechanicsville, Peoplestown, Pittsburgh, Summerhill and Capitol Gateway.

Since 2001, Casey's Atlanta Civic Site has been working to increase opportunities for low-income families in the area by focusing on neighborhood revitalization, strengthening local organizations to galvanize community involvement and promoting high-quality early childhood education and child development.

The Atlanta Results Count Leadership Program is designed to advance our educational strategies by fostering leadership to improve third-grade reading proficiency in NPU-V through the development of strategies and alignment of efforts that are innovative, child and family focused, resident driven and equity based.

Over a series of seven seminars, the Atlanta Results Count Leadership Program will convene up to 16 leaders to broaden their vision and refine the leadership skills critical to advancing a third-grade reading result agenda for NPU-V. The program will equip participants to leverage data, partnerships, personal power and organizational authority to: 1) strengthen the quality and effectiveness of their results work; 2) build and increase the public and political will needed to address disparities and improve equitable opportunity; and 3) develop stronger organization and system-level consensus about the pathway to improving third-grade reading proficiency for students in NPU-V.

Participants will learn with and from a community of peers to practice leadership tools designed to bring about systems change. Discussions, exercises and practice to build results-based leadership competencies will be woven into group work and individual activities. The expectation is that participants internalize, grow comfortable with and ultimately apply these skills on a broader scale within their own organizations, systems and communities.

Participants will deepen their capacity to:

- 1) ***be results based and data driven***, honing their ability to take aligned actions to move forward a population-level results agenda;
- 2) ***use themselves as an instrument of change***, believing that individual leaders are capable of exerting influence across systems and sectors to move multiple stakeholder groups and serving as catalysts for positive change;
- 3) ***act on disparities to address equitable opportunities***, recognizing that race, class, and culture influence outcomes and opportunities for vulnerable children;
- 4) ***hone adaptive leadership skills***, understanding that deep system reform and complex community change happen only when leaders can employ skills to influence key stakeholders' attitudes, values, beliefs and habits; and
- 5) ***collaborate with others***, understanding that the capacity to build group consensus enables leaders to align their actions and to administer resources strategically toward policy priorities.

Applicant Profile

To be eligible for the Atlanta Results Count Leadership Program, an applicant must:

- be in a role with sufficient authority to contribute to third-grade reading proficiency in NPU-V and beyond;
- demonstrate a keen understanding, passion and commitment for advancing results for children and families;
- be committed to prepare for, attend and actively participate in all program activities; and
- have the support of their organizational leadership (e.g., principal, executive director, board chair or agency lead) to participate in the program.

Note on preparation and participation: The Atlanta Results Count Leadership Program is an intensive commitment and will require time away from other professional and personal responsibilities. Preparation includes reflective practice, required reading and ongoing application of tools, skills and methods. Given the time, rigor and practice necessary for learning and application of the methods, each participant is expected to fully prepare for and attend *all* seminars.

Endorsement

Atlanta Results Count participants are expected to make a meaningful contribution to students in NPU-V reading proficiently in third-grade. Doing so would not be possible without assessing and, where appropriate, collaborating to strengthen the culture of accountability within their organizations, coalitions, partner groups and systems. To accomplish this, participants will need to enlist the support of those to whom they report, e.g., principal, associate superintendent, executive director, board chair, or agency lead. Therefore,

each applicant must proactively secure the endorsement of their direct supervisor to participate in the program.

Program Results

By the end of the program, Atlanta participants will be able to:

- communicate a coherent results narrative and show progress made on work that leads to improve third-grade reading in NPU-V by the end of the 2018-19 school year;
- confidently and competently engage others to address disparities to improve equitable opportunities and improve the systems and supports that positively affect the lives of children and families; and
- leverage data, partnerships, personal power and organizational authority in ways that support better results for vulnerable children, families and communities.

Performance Measures

How Much?

- Participants increase mastery of specific results-based leadership tools and corresponding competencies to advance third-grade reading in NPU-V.

How Well?

- Participants apply results-based leadership tools and use data to identify and execute strategies for demonstrably improving third-grade reading in NPU-V by the end of the 2018-19 school year.

What Difference Did We Make?

- Participants move into high action and high alignment in the execution of strategies that will realize demonstrable progress on third-grade reading in NPU-V by the end of the 2018-19 school year.

Logistics & Locations

The Atlanta Results Count Leadership Program consists of seven seminars from December 2017 through December 2018 that will be held in venues within the metro Atlanta area. Participants are expected to prepare for, attend and fully engage in all seminars. The Foundation will cover incidental costs (e.g., parking), meals and materials associated with

program participation. Participants will need to secure prior approval for uninterrupted time from work-related duties on the following dates:

- Seminar 1: December 12-13, 2017 Location: Atlanta, Georgia
- Seminar 2: January 30-31, 2018 Location: Atlanta, Georgia
- Seminar 3: March 13-14, 2018 Location: Atlanta, Georgia
- Seminar 4: May 1-2, 2018 Location: Atlanta, Georgia
- Seminar 5: June 12-13, 2018 Location: Atlanta, Georgia
- Seminar 6: September 25-26, 2018 Location: Atlanta, Georgia
- Seminar 7: December 4-5, 2018 Location: Atlanta, Georgia
- Accountability session (1 day): Location: Atlanta, Georgia
Summer 2019 - date TBD

Application and Decision Notification Dates

- Application and Endorsement Deadline: Friday, July 14, 2017 at 5 p.m. EST
- Semi-Finalists' Phone Interviews: Friday, August 25 and Monday, August 28,
2017
- Participants Notified: Friday, September 22, 2017