



Nebraska Leadership and Learning Network

An Innovative Approach to Principal
Support



What is the NLLN?

- **The Nebraska Leadership and Learning Network is:**
- A statewide process that ensures equity-driven school leadership support beginning with principals and their superintendents in schools receiving comprehensive support and improvement (CSI).
- Goal is to scale to a statewide model
- Network meetings for collective learning that build a sustainable in-state model.



NLLN Objectives

- Create a vision for the alignment of the school improvement, accountability, and accreditation work already occurring in schools.
- Develop a network for improvement between schools.
- Develop and implement a network of supports for principals and their supervisors.
- Develop and strengthen the change mindset to support schools



My Background

- Ryan Ricenbaw, NLLN Specialist
- Dr. Kim Snyder – Director of Statewide Teacher & Principal Support

NLLN-Process by DESIGN

Design Team Members:

Bayard, Winnebago, Walnut Middle School (GI),
Wauneta-Palisade

Participants:

Most ESUs, NDE, NCSA, higher education, and the
Wallace Foundation



A call to action for leaders

- Designers vs. Managers
 - New strategies and practices
 - New skills to lead change
- Environment by Design!

The Principal – Influence & Impact

Student Achievement – 2nd most influential factor behind the teacher

Teacher retention stats – 2 criteria:

1. Quality of colleagues
2. Quality of principal

Principal Leadership

PBC – Principal Before Covid

1. Support teachers
2. Build culture & safety
3. Innovate (but not too innovative)
4. Respond to parents & community
5. Deliver achievement results
6. Lead of instruction

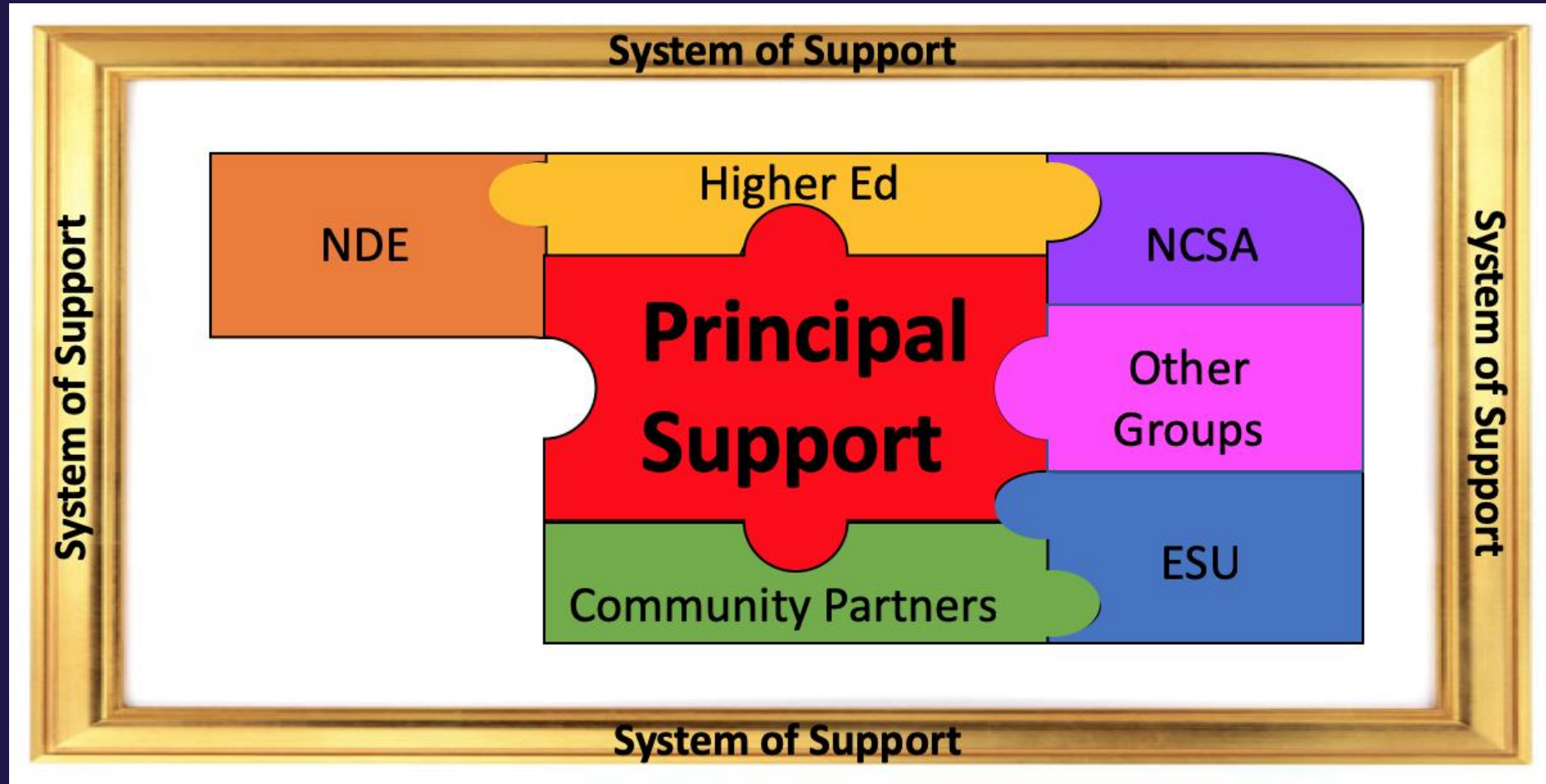
PAC – Principal After Covid...

NLLN – A System of Support & Development

- Leadership by Design
- Build Capacity
- Sustainability



Framework of Support & Development



What Matters in the NLLN

Thoughts from the NLLN Team:

- **Environment of Trust**—honest conversations, real support,
-Voice matters
- **Collaborative Practices** – through collaboration,
“practice better theory, rather than the reverse”
~Michael Fullan, The Principal
- **About YOU**—Personalized - Identify YOUR questions
based on the needs of YOUR school

The Focus & Foundation

Alignment to Nebraska Educator Eff. Standards:

1. Staff & Student Culture
2. Equity & Cultural Responsiveness
3. Instructional Leadership

Equity

- Grew out of conversations and desire to apply actions...
- Prepare leaders
- Awareness
- Conversations
- Ability to ask the right questions



Takeaways...



Statewide system of support & development to:

- Lead with an equity-driven mindset and awareness
- Address the urgency of improvement
- Build an environment where change is possible
- Have the courage to seek out the hard problems



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