

LEADING FROM THE MIDDLE



Why participate in Leading from the Middle?

When central office leaders strengthen their leadership practice, they create the conditions for district-wide coherence, collaboration, and instructional improvement. Leading from the Middle builds the leadership capacity of directors, coordinators, and other mid-level leaders—equipping them with tools and strategies to lead across departments, support school sites, and sustain change from the center of the system.

Who should attend Leading from the Middle?

This series is designed for central office leaders—such as directors, assistant superintendents, and coordinators—who sit at the intersection of strategy and implementation. Whether your role supports student services, operations, instruction or human resources, Leading from the Middle is for anyone working to lead change across complex systems.

How will your team learn in Leading from the Middle?

In a series of six, two-hour sessions, leaders will:

- Learn tools and skills to create alignment and success - both technical and personal
- Share best practices
- Build a network of central office leaders

What will your team learn in Leading from the Middle?

Session 1: The Role of Central Office

Leaders begin by clarifying their role in driving system-wide change. They reflect on their unique context, strengthen relationships, and explore decision-making strategies that balance technical and adaptive leadership.

Session 2: Creating and Leading Agile Teams

Leaders explore the characteristics of effective teams and assess how their current team structures support collaboration and improved outcomes.

Session 3: Aligning Leadership Across the System

Leaders consider how to move beyond departmental silos to align priorities across the district using frameworks to reflect on team culture and shared priorities.

Session 4: Doing Differently With Less

Leaders evaluate their current initiatives and how they spend their time to identify priorities.

Session 5: Navigating Leadership Transitions

Leaders explore key transitions and practice tools retain institutional knowledge and ensure leadership continuity.

Session 6: Sustaining the Leadership Pipeline

Leaders reflect on how talent is grown and sustained, and practice strategies to strengthen their leadership pipeline.

**CONTACT US FOR MORE
INFORMATION OR TO SCHEDULE
AN INFORMATIONAL SESSION**



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Leading from the Middle - Module Summary

Leaders will:

- Build a new network of central office leaders
- Learn tools and skills to create alignment and success-both technical and personal
- Share best practices

Topic	Outcomes <i>Leaders will:</i>	Research	Tools
The Role of Central Office	• Understand key levers the central office leader can pull to make effective change for the district • Build and strengthen relationships • Describe their context	<u><i>Cynefin framework</i></u>: "A leader's framework for decision making" <u><i>"HBR Guide to Managing Up and Across"</i></u>	• Daily, Weekly, Monthly Protocol • Cynefin framework
Creating and Leading Agile Teams	• Understand the essence of an effective team • Reflect on their current team meeting structures and purpose	<u>Managing to Change the World: The Nonprofit Manager's Guide to Getting Results</u> <u><i>"Successful Leadership comes from Successful Mentorship."</i></u> Matthew Duffy, Edutopia	• Building Norms • Meeting Rhythm and Structures • Consultancy Protocol
Aligning Leadership: Breaking Down District Silos	• Understand how to bring teams together across the district to synergize priorities • Explore the culture of their team in relation to the "tight/loose framework"	<u><i>Protocols from the National School Reform Faculty</i></u>: Consultancy Protocol, Tuning Protocol and more	• Listening Dyad Protocol • Tight/Loose Framework
Doing Differently With Less	• Unpack their big initiatives and think about how they allocate their time • Learn about where initiatives live along the EcoCycle	HBR: <u><i>"Surviving your new CEO"</i></u>	• My Role, My Time • Ecocycle Planning
Managing and Sustaining the Leadership Pipeline	• Understand how to sustain the leadership pipeline • Ensure the bench (future players and leaders) on their team is strong	"Rock Stars vs. Superstars: from <u>Radical Candor</u> by Kim Scott	• Evaluating a Leader's Growth • Evaluating Team Needs
Leadership Transitions: Managing Organizational Knowledge	• Understand the different types of transitions • Practice utilizing a SWOT protocol to manage transitions	<u><i>"Management Time: Who's Got the Monkey"</i></u> from the Harvard Business School Press	• STARS Framework • SWOT Planning Tool