School Empowerment Network
LEAD THE CHANGE

TEACH TO LEAD

Developing the Next Generation of Instructional Leaders



WHO WE ARE

About SEN

Founded in 2015, SEN partners with districts, networks, and state agencies to build the conditions where rigorous instruction, strong leadership, and clear strategy meet. Strong leaders. Aligned systems. Lasting change.

100K+
students impacted

500+
leaders developed

200+
schools strengthened

40+
districts across 8 states

FOUR WAYS WE PARTNER *woven together by a focus on leadership*

THIS SERVICE

Develop Leaders

Building the leadership pipeline that drives better instruction and stronger schools.

Teach to Lead
Aspiring Leaders
Leader-Driven School Improvement

Design Schools

Helping leaders create new, better school models and strong early-childhood programs.

School Design and Redesign
Early Childhood

Strengthen Teaching

Coaching teachers directly to lift the quality of daily instruction.

ENACT HQIM
Responsible AI
Special Education Coaching

Evaluate & Plan

Diagnosing where a school or system stands, then setting the priorities and strategy to move it forward.

School Quality Reviews
Executive Coaching
Special Education Audit

The Challenge

Many school systems face a persistent set of interrelated talent challenges:

1 Recruitment

Attracting strong early-career educators

2 Retention

Retaining the most promising teachers through their first several years

3 Pipeline

Ensuring well-prepared educators are ready for instructional leadership roles

HOW TEACH TO LEAD RESPONDS

As a recruitment strategy:

Offers meaningful opportunities for growth and leadership

As a retention strategy:

Invests in early-career teachers' development and engagement

As a leadership pipeline:

Prepares educators to step into instructional leadership roles over time

Strong systems invest in high-potential educators early — attracting ambitious candidates, sustaining engagement, and preparing them for leadership.

Program Overview

Teach to Lead is a multi-year leadership development program for early-career educators, typically in Years 2–5 of their careers. Participants are nominated by school leaders based on demonstrated instructional strength and leadership potential.

1

Cohort-Based Learning

Structured sessions grounded in real classroom practice, building shared understanding of high-quality instruction

2

Individualized Coaching

Ongoing coaching on both classroom practice and leadership, with observation, feedback, and guided development

3

Leadership Responsibilities

Progressively substantive school-based roles co-designed with leaders and aligned to school priorities

Leadership opportunities are co-designed with school leaders and aligned to school priorities — ensuring development is both relevant and immediately applicable.

Areas of Focus

Teach to Lead focuses on developing early-career educators in two key areas:

1 Strengthening Instructional Expertise

Including the ability to recognize, analyze, and support high-quality teaching and learning

2 Building Core Leadership Skills

Including facilitating adult learning and engaging in improvement processes

HOW THESE AREAS ARE DEVELOPED

Through a model that combines cohort learning, job-embedded leadership practice, and individualized coaching — ensuring development is grounded in real classroom work and aligned to school priorities.

Program Components

Cohort-Based Learning

Structured sessions grounded in real classroom practice. Builds shared understanding of high-quality instruction and strengthens participants' ability to analyze practice, make evidence-based decisions, and lead adult learning.

Job-Embedded Leadership Practice

As participants demonstrate readiness, they take on leadership responsibilities aligned to school needs: piloting strategies, creating exemplar materials, supporting team meetings, mentoring peers, and leading professional learning.

EXAMPLES INCLUDE

- Piloting instructional strategies
- Creating exemplar materials
- Supporting team meetings
- Mentoring peers
- Leading professional learning

Individual Coaching & Feedback

Ongoing coaching on both classroom practice and leadership. Includes observation and feedback, support navigating challenges, and guidance on next steps in development.

Program Arc

A multi-year progression aligned to participant readiness and school needs

EARLY

Foundation

Strengthening instruction and gaining structured exposure to leadership

MIDDLE

Application

Taking on meaningful leadership responsibilities within the school

LATER

Transition

Preparing for formal roles such as ILT membership, instructional coaching, or AP positions

Advancement is based on demonstrated growth and alignment with school priorities and needs.

Partnership & Investment

Partnership Model

Teach to Lead is a partnership with participating schools and systems. Schools commit to:

- Identifying high-potential educators
- Supporting their participation
- Co-designing leadership opportunities aligned to school priorities

Districts and schools typically invest alongside philanthropic support, ensuring shared ownership of implementation and outcomes.

PROGRAM INVESTMENT

$405,000 per year for a cohort of 16 Fellows.

This investment strengthens both internal capacity and long-term talent pipelines — building a system that attracts ambitious candidates, sustains their engagement, and prepares them for leadership.

GET IN TOUCH

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