Training Course on Advanced Instructional Leadership

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic educational ecosystem, instructional leadership has become a cornerstone of driving school success and academic excellence. Training Course on Advanced Instructional Leadership empowers current and aspiring educational leaders with the knowledge, tools, and strategies to inspire instructional transformation, improve teacher performance, and foster equitable learning environments. Using data-driven practices, digital leadership, and strategic decision-making, participants will explore how to lead with impact and promote sustainable school-wide improvement.

With a strong emphasis on 21st-century leadership skills, this course provides cutting-edge insights into curriculum innovation, teacher development, and instructional supervision. Educators will engage in collaborative learning, solve real-world challenges, and cultivate a growth mindset to effectively respond to the changing demands of the educational landscape. This course blends theory and practice to develop leaders capable of shaping policy and cultivating a high-performance culture across their institutions.

Programme Curriculum

Training Course on Advanced Instructional Leadership

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Course Objectives

1. Understand the principles of transformational and instructional leadership.
2. Analyze data to drive instruction and decision-making.
3. Develop and implement professional learning communities (PLCs).
4. Apply equitable leadership practices for diverse learning environments.
5. Lead effective teacher evaluations and coaching sessions.
6. Build school culture and climate aligned with academic goals.
7. Utilize instructional technology for classroom transformation.
8. Design strategic improvement plans using evidence-based frameworks.
9. Manage change and foster innovation in school systems.
10. Enhance communication skills for stakeholder engagement.
11. Align curriculum, instruction, and assessment practices.
12. Apply culturally responsive leadership approaches.
13. Evaluate and improve instructional programs using feedback and assessment tools.

Target Audiences

1. School Principals
2. Vice Principals and Assistant Principals
3. Instructional Coaches
4. Curriculum Coordinators
5. Aspiring School Leaders
6. District Education Officers
7. Teacher Leaders and Department Heads
8. Educational Consultants and Trainers

Course Duration: 10 days

Course Modules

Module 1: Foundations of Instructional Leadership

- Explore leadership theories and their application.
- Define roles and responsibilities of instructional leaders.
- Identify leadership styles and personal strengths.
- Understand the shift from managerial to instructional focus.
- Analyze the impact of effective leadership on student outcomes.
- **Case Study**: Transforming school culture through leadership at Oakwood Middle School.

Module 2: Data-Driven Decision Making

- Collect and interpret student achievement data.
- Use formative and summative assessments to inform instruction.
- Conduct root-cause analysis for performance gaps.
- Create school improvement goals based on data.
- Monitor progress through measurable benchmarks.
- **Case Study**: Closing the achievement gap at Riverside High using data analysis.

Module 3: Professional Learning Communities (PLCs)

- Establish and lead PLCs effectively.
- Use PLCs to support continuous teacher learning.
- Set collaborative team norms and protocols.
- Analyze student work collectively.
- Promote reflective practice.
- **Case Study**: Implementing PLCs at Horizon Elementary for instructional improvement.

Module 4: Instructional Supervision and Feedback

- Conduct instructional walkthroughs and observations.
- Deliver constructive feedback to teachers.
- Align supervision with teaching standards.
- Use coaching cycles to support growth.
- Document teacher performance for development planning.
- **Case Study**: Elevating teacher practice at Beacon Charter School through supervision.

Module 5: Equitable and Culturally Responsive Leadership

- Define equity in education.
- Identify and reduce implicit bias in instructional leadership.
- Support underrepresented student populations.
- Engage families and communities inclusively.
- Redesign school practices to promote equity.
- **Case Study**: Promoting equity at Unity High through inclusive practices.

Module 6: Strategic Planning for School Improvement

- Create mission and vision aligned with instructional goals.
- Set short- and long-term goals using SMART criteria.
- Align resources to support strategic plans.
- Monitor implementation and adjust plans as needed.
- Communicate vision with stakeholders.
- **Case Study**: Strategic transformation of Crestview School's academic programs.

Module 7: Building Positive School Culture and Climate

- Understand the role of culture in school success.
- Foster trust and collaboration among staff.
- Promote student voice and leadership.
- Create rituals that support school identity.
- Address and reduce school discipline disparities.
- **Case Study**: Culture overhaul at Westbrook Middle improving morale and achievement.

Module 8: Curriculum, Instruction & Assessment Alignment

- Ensure curriculum alignment with standards.
- Promote instructional coherence across grades.
- Design assessments that reflect learning targets.
- Identify gaps in instructional delivery.
- Use feedback to refine instructional strategies.
- **Case Study**: District-wide curriculum alignment boosting test scores at Jefferson ISD.

Module 9: Leading Technology Integration in Teaching

- Evaluate emerging educational technologies.

- Train teachers on tech tools for student engagement.
- Implement digital equity plans.
- Support blended and personalized learning.
- Track the impact of technology on student outcomes.
- **Case Study**: 1:1 Chromebook initiative in Urban Prep Academy.

Module 10: Coaching and Mentoring Teachers

- Understand the coaching continuum.
- Build trust-based coaching relationships.
- Identify coaching needs through data and observation.
- Apply adult learning theory in coaching.
- Measure coaching effectiveness.
- **Case Study**: Launching an instructional coaching model in Pineview Schools.

Module 11: Change Management in Schools

- Recognize phases of change in educational settings.
- Communicate and lead through resistance.
- Build leadership capacity for change.
- Establish urgency and stakeholder buy-in.
- Celebrate quick wins and long-term gains.
- **Case Study**: Leading turnaround efforts at Franklin K-8 School.

Module 12: Stakeholder Engagement and Communication

- Create effective communication plans.
- Use various media to engage families and communities.
- Involve students in decision-making processes.
- Conduct productive meetings with staff and boards.
- Build community partnerships.
- **Case Study**: Parent engagement revamp at Lincoln Middle.

Module 13: Instructional Leadership for Online and Hybrid Learning

- Adapt instructional leadership strategies for digital formats.
- Support teacher development in virtual environments.
- Promote digital citizenship and online safety.
- Maintain rigor and accountability in remote learning.
- Analyze student engagement data from LMS platforms.
- **Case Study**: Virtual school success led by New Horizons Leadership Team.

Module 14: Leadership for Student Mental Health and Well-being

- Recognize mental health challenges in schools.
- Partner with school counselors and support staff.
- Foster trauma-informed school environments.
- Support staff well-being and self-care.
- Incorporate SEL into instructional planning.
- **Case Study**: Mental health integration in the school-wide leadership agenda at Maple Ridge.

Module 15: Evaluating and Sustaining Leadership Impact

- Design evaluation tools for leadership practices.
- Collect qualitative and quantitative evidence.
- Reflect on leadership growth and learning.

- Adjust strategies based on evaluation results.
- Create sustainability plans for long-term impact.
- **Case Study**: Continuous improvement planning at Summit High School.

Training Methodology

- Interactive expert-led lectures and live virtual sessions
- Case study analysis with group problem-solving activities
- Hands-on tools, templates, and leadership rubrics
- Collaborative workshops and peer feedback circles
- Role-play and simulation for real-world leadership scenarios
- Ongoing assessments and personal leadership growth plans

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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