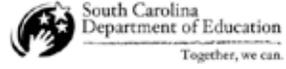
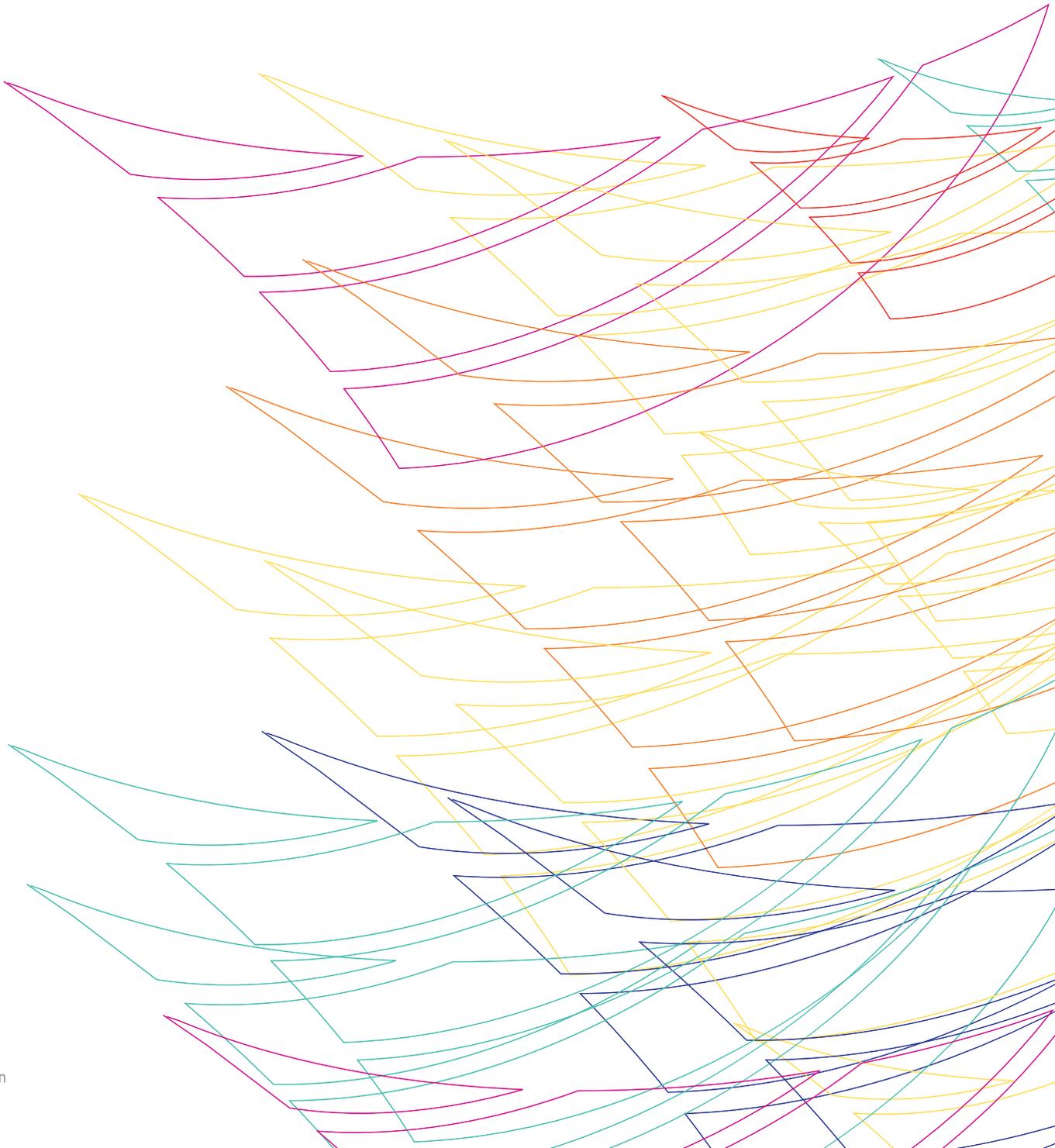
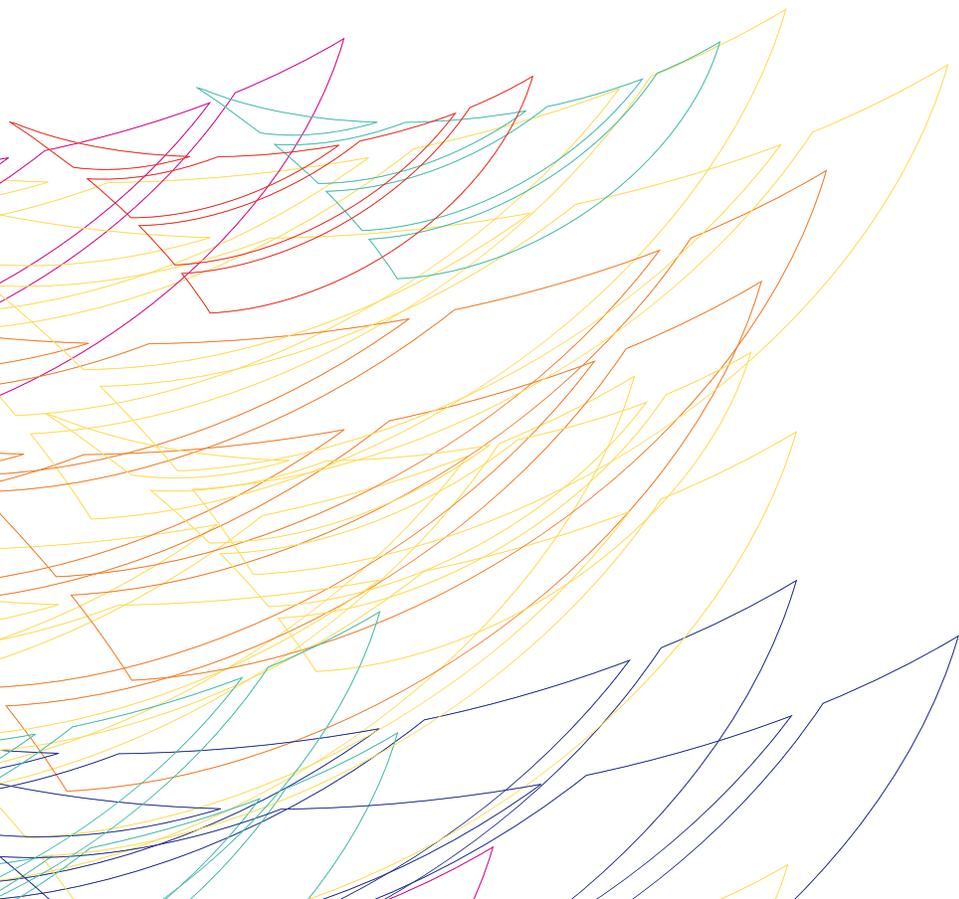


South Carolina Department of Education



Leadership Development Drives
Positive School Outcomes





The Challenge

At the turn of the 21st century, the South Carolina Department of Education found itself facing a dilemma. Personnel statistics showed nearly half the state's principals would be eligible to retire within just five years. That meant the department soon would face an unprecedented demand for new school leaders who could perform at the top of their game across the system, which serves 701,749 students in 1,100 public schools in 85 school districts.

State executives turned to the Center for Creative Leadership's (CCL®) Education and Nonprofit Sector to help them address the looming challenge. Together they created a two-year School Leadership Executive Institute (SLEI) that has trained hundreds of K-12 principals and school superintendents since its inception in 2000.

The Institute is now a yearlong program that delivers a powerful, three-pronged curriculum: leadership training from CCL, instructional excellence training from the Department of Education, and management skills training from the University of South Carolina's Darla Moore School of Business.

Quarterly, three-day sessions bring together between 25 and 30 principals and superintendents from diverse backgrounds, schools, and school districts.

Their Goals Include:

- Leading change initiatives
 - Building a high-performance culture
 - Influencing others in an effort to ensure student success
 - Leveraging relationships that ultimately impact student learning
 - Exploring how knowledge of individual strengths and developmental needs can produce positive outcomes for schools and communities
 - Practicing new behaviors that will generate positive results
-

CCL Solutions:

- Custom Solutions
 - Leadership Coaching
 - Evaluation
-



The Impact

As a result of the Institute's work, South Carolina has a new cadre of leaders creating a student-centered environment and improving outcomes in schools across the state.

Surveys show program graduates are putting lessons learned into practice. They are taking an entrepreneurial approach to their work and promoting collaboration and consensus-building. They are strong problem solvers, navigate systems effectively, and know how to create a culture of ethics. They communicate their own excitement about learning and focus attention on student achievement. In fact, the program is developing the level of public school leadership that research demonstrates is linked to student achievement.

Importantly, the gains in leadership effectiveness seem unrelated to years of service. So early-career principals and superintendents are performing at the same level as those with far more experience, helping the Department of Education maintain high competency levels as senior educators retire.

Follow-up studies at two elementary schools led by SLEI graduates confirm the positive—and tangible—impact of the program. Students are performing at higher levels, discipline problems have plummeted, and teachers are far more satisfied in their work. Strong, effective leadership is helping principals achieve results that matter.

La Dené Conroy, principal at Malcolm C. Hursey Elementary School in Charleston County, says the Institute has helped her become a change agent ready to tackle challenges and accept “the hard tasks that go with raising achievement.” Based on her success, she has twice been picked to lead schools with lagging performance.

Results by the Numbers:

In a survey of South Carolina Leadership Executive Institute Alumni:

- 94%** say the program prepared them to lead effective school change.
 - 96%** report a change in their school's culture as a result of their participation.
 - 88%** agree or strongly agree that the program taught them how to positively impact student achievement.
 - 87%** say the experience will accelerate improved results.
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To learn more about this topic or the Center for Creative Leadership's programs and products, please contact our Client Services team.

+1 800 780 1031

+1 336 545 2810

info@ccl.org

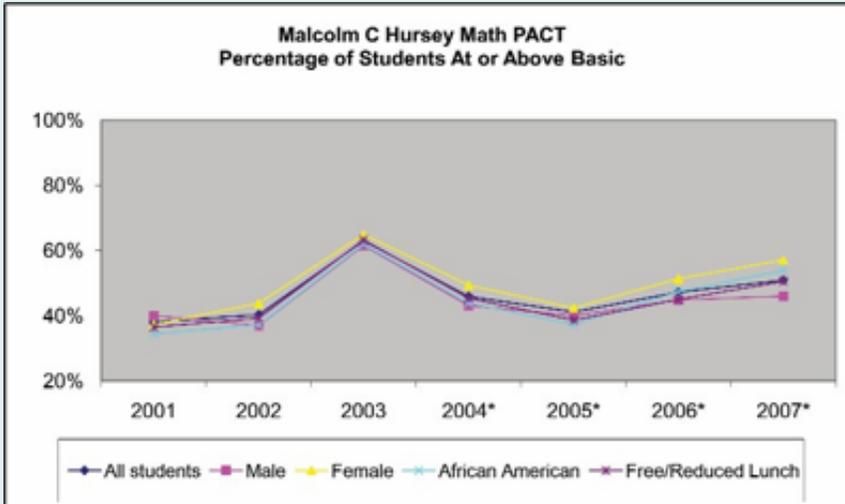
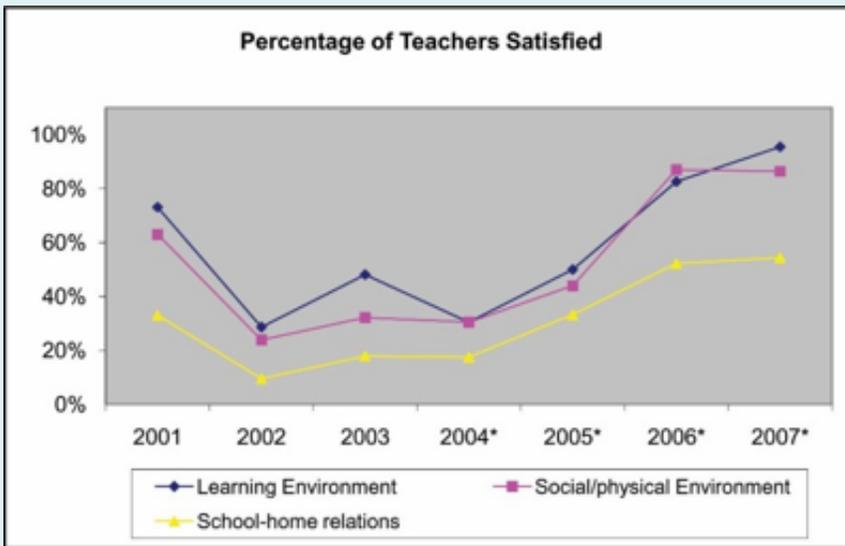
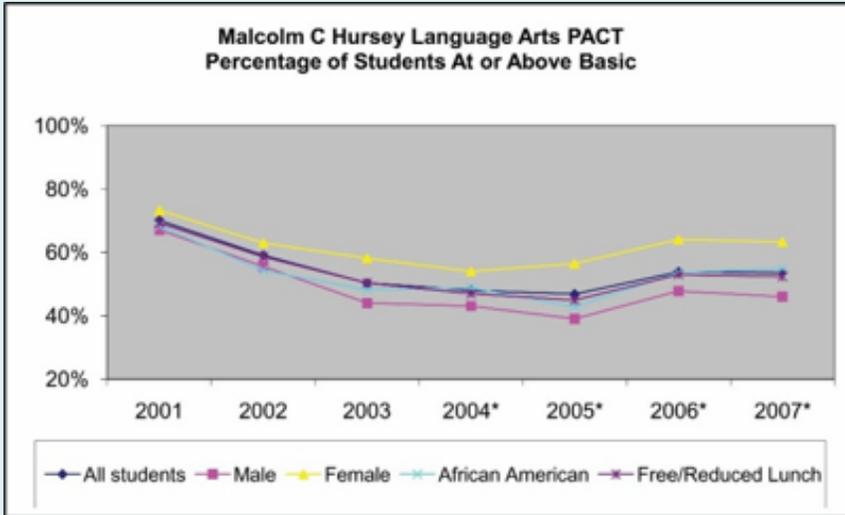
The Impact *(cont.)*

“The discussions with colleagues from around the state really provided some firsthand knowledge of different programs and best practices. These conversations led to the implementation of best practices that were not utilized prior to the SLEI program. As educators, we are isolated in our buildings. SLEI opened doors to see what schools like ours were doing to increase student achievement.”

– Lerah Lee, Principal
St. James-Santee Elementary School,
McClellanville, SC

“Of all the professional development I have been involved in over my 13 years in education, SLEI and CCL far surpass any learning experience I have ever been privileged to attend. This program is a MUST for all South Carolina administrators, I believe.”

– Amy Mims, Principal
Grove Elementary School
Piedmont, SC





Center for Creative Leadership®

The Center for Creative Leadership (CCL®) is a top-ranked, global provider of leadership development. By leveraging the power of leadership to drive results that matter most to clients, CCL transforms individual leaders, teams, organizations, and society. Our array of cutting-edge solutions is steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels. Ranked among the world's Top 5 providers of executive education by the *Financial Times* and in the Top 10 by *Bloomberg Businessweek*, CCL has offices in Greensboro, NC; Colorado Springs, CO; San Diego, CA; Brussels, Belgium; Moscow, Russia; Addis Ababa, Ethiopia; Johannesburg, South Africa; Singapore; Gurgaon, India; and Shanghai, China.

CCL - Americas

www.ccl.org
+1 800 780 1031 (U.S. or Canada)
+1 336 545 2810 (Worldwide)
info@ccl.org

Greensboro, North Carolina

+1 336 545 2810

Colorado Springs, Colorado

+1 719 633 3891

San Diego, California

+1 858 638 8000

CCL - Europe, Middle East, Africa

www.ccl.org/emea

Brussels, Belgium

+32 (0) 2 679 09 10
ccl.emea@ccl.org

Addis Ababa, Ethiopia

+251 118 957086
LBB.Africa@ccl.org

Johannesburg, South Africa

+27 (11) 783 4963
southafrica.office@ccl.org

Moscow, Russia

+7 495 662 31 39
ccl.cis@ccl.org

CCL - Asia Pacific

www.ccl.org/apac

Singapore

+65 6854 6000
ccl.apac@ccl.org

Gurgaon, India

+91 124 676 9200
cclindia@ccl.org

Shanghai, China

+86 21 6881 6683
ccl.china@ccl.org

Affiliate Locations: Seattle, Washington • Seoul, Korea • College Park, Maryland • Ottawa, Ontario, Canada
Ft. Belvoir, Virginia • Kettering, Ohio • Huntsville, Alabama • San Diego, California • St. Petersburg, Florida
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