

COHORT-BASED LEADERSHIP MODEL



**APC Leadership
Collaborative**

**A proven model for building
collaborative leadership.**

We know leadership can be isolating – especially for superintendents, central office staff, and principals navigating tough political and operational challenges while trying to keep student and staff needs front and center.

Our Cohort-Based Leadership Model builds tight-knit, trusting spaces where you can be honest about challenges and work together toward bold, student-centered goals.

We combine cohorts with 1:1 coaching, so leaders can apply what they're learning in real time as they engage with parents, staff, students, school board members, the community and the political dynamics that come with any change process.



**To collaborate with us on a Cohort-Leadership Model for your district,
contact us at www.APCcollab.com**

How It Works

School and district leaders come together regularly in professionally facilitated sessions to:

- Build trust and collective ownership of shared challenges
- Set clear goals for the impact of the cohort's work, such as improving student academic outcomes and sense of belonging or reducing suspensions and expulsions.
- Learn and apply evidence-based frameworks for instructional improvement, human-centered leadership, and adaptive change
- Receive personalized leadership coaching to take learning from theory to practice
- Develop skills for courageous conversations, non-exclusionary discipline strategies, and community-centered leadership
- Monitor progress and reflect in real time on implementation



WHY IT WORKS

Research and our own fieldwork show that leaders are more likely to set bold goals, take meaningful action, and sustain change when supported by a trusted learning community. Our model reduces fear of failure, provides a safe space for learning through real challenges, and accelerates implementation by blending group learning with individualized coaching.

This model draws from leadership research by John Hattie, Ronald Heifetz, Rick DuFour, and the Aspen Institute – integrating adaptive leadership frameworks with practical, evidence-based instructional improvement strategies.



EXAMPLES OF COHORT-BASED LEADERSHIP MODELS

APC Leadership Collaborative partners with a district to determine the cohort model that will best meet its needs.

Examples of past partnerships include:

District leadership cohort: Central office leaders partner with principals to experience learning together, model vulnerability, and collaborate to better support school sites.

School site administrator cohort: Principals from across a district meet to learn and practice coaching conversations to address issues like student achievement and belonging and reducing exclusionary discipline,

School site leadership team cohort: A mix of principals, assistant principals, and teachers work together to identify, implement and support targeted instructional strategies.



WHO WE ARE



APC Leadership Collaborative

APC Leadership Collaborative provides coaching, change management, and professional learning facilitation for superintendents, central office leaders, and principals who want to build schools where every student feels safe and graduates ready for what's next.

With over 90 years of combined experience across 47 states, we'll help you manage the politics, budget crises, and board meeting blowups – without losing sight of what matters most: students and staff experiencing school as a place of purpose, joy, and belonging.

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