Training Course on Evidence-Based Leadership in Education

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 the rapidly evolving educational landscape, leadership grounded in data-driven decision-making has become more critical than ever. Training Course on Evidence-Based Leadership in Education equips school administrators, instructional leaders, policymakers, and educators with cutting-edge strategies to lead institutions effectively. This comprehensive training course focuses on data literacy, instructional improvement, teacher performance, and student outcomes, using validated research and actionable insights. Participants will gain tools to integrate evidence into daily leadership practices, ensuring organizational success and sustainable change.

This course is designed to bridge the gap between theory and practice by empowering education leaders to apply real-time data, educational research, and collaborative tools to foster a culture of excellence. With a sharp focus on school transformation, leadership effectiveness, and continuous improvement, this course combines strategic vision with practical execution. Participants will explore global best practices, hands-on case studies, and implementable solutions to build resilient, high-performing educational institutions.

Programme Curriculum

Training Course on Evidence-Based Leadership in Education

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Course Objectives

1. Define and apply evidence-based leadership principles in educational settings.
2. Use data analytics to drive instructional and organizational decisions.
3. Evaluate and implement research-based strategies for school improvement.
4. Enhance collaborative leadership and professional learning communities.
5. Align leadership practices with educational equity and inclusivity.
6. Develop strategic plans using performance metrics and dashboards.
7. Foster a culture of accountability and continuous learning.
8. Utilize technology integration to support leadership decisions.
9. Promote transformational leadership for change management.
10. Interpret and leverage student achievement data for school reform.
11. Assess teacher effectiveness through evidence-based evaluation systems.
12. Drive systemic change with strategic leadership frameworks.
13. Create actionable school improvement plans using real-world case studies.

Target Audiences

1. School Principals and Vice Principals
2. District Superintendents
3. Education Policy Makers
4. Curriculum Coordinators
5. Instructional Coaches
6. Teacher Leaders
7. Graduate Students in Educational Leadership
8. Education Consultants

Course Duration: 10 days

Course Modules

Module 1: Foundations of Evidence-Based Leadership

- Define evidence-based leadership in schools.
- Understand the evolution and relevance of research-based decisions.
- Compare traditional vs evidence-based models.
- Explore global educational leadership trends.
- Apply theoretical foundations in daily leadership.
- **Case Study: Finland’s Education Reform Through Evidence-Based Practices**

Module 2: Data Literacy for Leaders

- Understand types of educational data.
- Interpret standardized test results and school performance metrics.
- Develop data dashboards and scorecards.
- Address data bias and validity issues.
- Make informed decisions with disaggregated data.
- **Case Study: Using Data to Close Achievement Gaps in Chicago Public Schools**

Module 3: Strategic Planning in Education

- Align vision and mission with measurable goals.
- Conduct SWOT analysis in school systems.
- Prioritize objectives and allocate resources.
- Engage stakeholders in planning.
- Monitor and evaluate plan implementation.
- **Case Study: A District Turnaround Plan in Atlanta**

Module 4: Instructional Leadership and Teacher Support

- Promote teacher collaboration and mentoring.
- Support effective teaching through observation and feedback.
- Use evidence to improve instructional strategies.
- Align curriculum, instruction, and assessment.
- Build trust through transparent evaluations.
- **Case Study: Improving Instruction in a Low-Performing School in Texas**

Module 5: Change Management and Transformation

- Understand models of organizational change.
- Identify barriers and resistance to change.
- Lead through adaptive challenges.
- Communicate change vision clearly.
- Evaluate progress and recalibrate strategies.
- **Case Study: Leading School-Wide Reform in New Zealand**

Module 6: Fostering Educational Equity

- Analyze equity gaps using disaggregated data.
- Design interventions for underserved populations.
- Promote culturally responsive leadership.
- Address bias in decision-making.
- Engage families and communities.
- **Case Study: Addressing Racial Disparities in an Urban School District**

Module 7: Leadership and Technology Integration

- Evaluate ed-tech tools for learning and management.
- Use data platforms for school performance tracking.
- Foster digital citizenship and equity.
- Leverage AI and machine learning in education.
- Address cybersecurity in schools.
- **Case Study: Leading Digital Transformation in a South African School**

Module 8: Teacher Evaluation and Development

- Develop evidence-based teacher evaluation systems.
- Link evaluation to student achievement and growth.
- Use multiple measures of performance.
- Provide actionable feedback and coaching.
- Build a professional development roadmap.
- **Case Study: Implementing Peer Review in California**

Module 9: Policy and Governance in Education

- Interpret local, national, and international policies.

- Analyze education laws affecting leadership.
- Promote ethical governance and compliance.
- Engage with boards and parent organizations.
- Advocate for research-based reforms.
- **Case Study: Education Leadership and Policy Reform in Ontario**

Module 10: Collaborative and Distributed Leadership

- Understand team dynamics in leadership.
- Share responsibilities among stakeholders.
- Facilitate collective efficacy.
- Design cross-functional leadership teams.
- Build sustainable leadership pipelines.
- **Case Study: Implementing Distributed Leadership in UK Academies**

Module 11: Monitoring Student Learning and Outcomes

- Track academic, behavioral, and emotional outcomes.
- Interpret formative and summative assessments.
- Support data-driven instruction.
- Use learning analytics tools.
- Close achievement gaps through targeted interventions.
- **Case Study: Improving Graduation Rates in a Rural School**

Module 12: Building School Culture and Climate

- Promote student-centered leadership.
- Support inclusive and safe school environments.
- Build positive staff and student relationships.
- Recognize and reward excellence.
- Use feedback to improve climate.
- **Case Study: Transforming School Culture in a High-Poverty School**

Module 13: Crisis Leadership in Education

- Prepare and respond to school emergencies.
- Maintain communication during crises.
- Provide emotional support to students and staff.
- Ensure continuity of learning.
- Reflect and recover post-crisis.
- **Case Study: Leadership Response to COVID-19 School Closures**

Module 14: Professional Learning Communities (PLCs)

- Form and manage effective PLCs.
- Facilitate collaborative inquiry.
- Use protocols for data discussions.
- Align PLC goals to school improvement.
- Support peer-driven growth.
- **Case Study: Enhancing Instruction through PLCs in Australia**

Module 15: Evaluating Leadership Effectiveness

- Establish KPIs for leadership success.
- Use self-assessment and 360-feedback tools.
- Align leadership with school performance.

- Reflective practices for continuous growth.
- Build capacity through mentorship.
- **Case Study: Superintendent Evaluation Model in Massachusetts**

Training Methodology

- Interactive lectures and expert facilitation
- Real-life case study analysis
- Group-based collaborative exercises
- Individual assignments and action planning
- Technology-enabled simulations and tools
- Continuous reflection and peer feedback

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 CenterANCY LD 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

Ready to enroll or request a customized program? Book online or contact us:

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