



Learning from Leadership Case Studies

When the current COVID 19 school disruption begins to settle for schools and school leaders, we hope that you will be able to focus again on professional development for your central office leaders and school administrators. To that end, we are providing a professional learning option for your school leaders that is promising but not labor-intensive and that can be offered on-line with follow up conversation through any of a number of group social media sites.

Attached are three case studies detailing authentic challenges faced by school leaders. A case study can be an effective way of surfacing adaptive challenges faced by educators. In a case study discussion, participants are exposed to the knowledge and thinking of colleagues. Listening to others' experiences and perspectives enables the participants to re-think their points of view, develop their skills in analyzing problems and making decisions, and expand their repertoire of possible responses to a variety of situations.

The steps in completing a case study require each individual to:

- Read through the case study carefully
- Identify and analyze problems to be solved and decisions to be made
- Develop alternatives to meet the needs of the school
- Consider the ramifications for each decision
- Develop recommendations based on the questions raised

Once individuals are prepared, a small group discussion follows. Participants share problems identified and analyses of the issues, and they consider together possible responses to the problem of practice. A facilitator is identified to ensure participation by all, moderate the conversation by asking questions, and synthesize thinking from the group. Following the conversation, participants are encouraged to reflect on the contributions of their colleagues as well as on their own practice. Identification of new strategies that can be incorporated into school improvement efforts is the ultimate goal.

The case studies attached are:

[McManus Elementary School](#)

Using the information provided, you are asked to develop an improvement plan for strengthening literacy instruction in your role as the new principal

[O'Hare Middle School](#)

Using the information provided, you are asked to identify improvement challenges and identify possible leadership moves

[Burk High School](#)

Using the information provided you are asked to identify the problems and possible causes for these issues

Also included is "[An Introduction to the Case Study Method](#)," from the Harvard Graduate School of Education, which you may also find useful as you work with these case studies.