

Improve Your Tomorrow (IYT) Elevates Opportunities for YMOC

*See how IYT makes a difference for Young Men of Color*



READ ABOUT HOW CAN SYSTEMS OPTIMIZATION YIELD CONTINUOUS IMPROVEMENT



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AR Leadership Partners, LLC

# NEWS YOU CAN USE

*TO MAKE THE WORLD A BETTER PLACE*



As social entrepreneurs we strive to innovate and create in ways that lead to successful, thriving business while also having a positive impact on our communities. ARLP continues to work to leaders in Business, Education, and from the Public Sector providers. In fact, we often find the most innovative solutions reflect braiding of resources and dynamic partnership across sectors. Examples of this dynamic can be found virtually everywhere. Multinational mega corporations like Microsoft and Apple have helped lead the way in technology supported innovations in business, learning, and in health and human services. Timothy Higashi of the The Brookings Institution has written

about opportunities for budgeting in large corporations can be strategically designed to support social objectives. This approach sets the stage for fantastic leaders like Superintendent Lois Yount of the Galt Joint Union Elementary School District in Galt, California to harness the resources and vision of the entire community to leverage lasting results. This month’s issue of News You Can Use highlights exceptional leaders’ work like that of Lois Yount, as well as providing tools and resources to help leaders and teams develop and apply strategies to achieve cross-sector partnerships that create outstanding solutions that make things better. (As always, you can listen to our podcast for this month to hear first-hand about Superintendent Yount’s leadership success with the Galt Joint Union Elementary School District.

We hope you’ll find the information and tools we’ve gathered for you here to be helpful and that our optimism and enthusiasm is contagious. We want you to be empowered to believe things can be improved, that you and your team can learn how to actualize these strategies and that you can lead us to improved outcomes.

Feel free to reach out to the leaders we’ve featured here, or to us at AR Leadership Partners – we’d love to hear what your working on. Until then, read on and enjoy!

Warmly,



Alan Rogers, Ed. D., Cofounder; CEO  
AR Leadership Partners

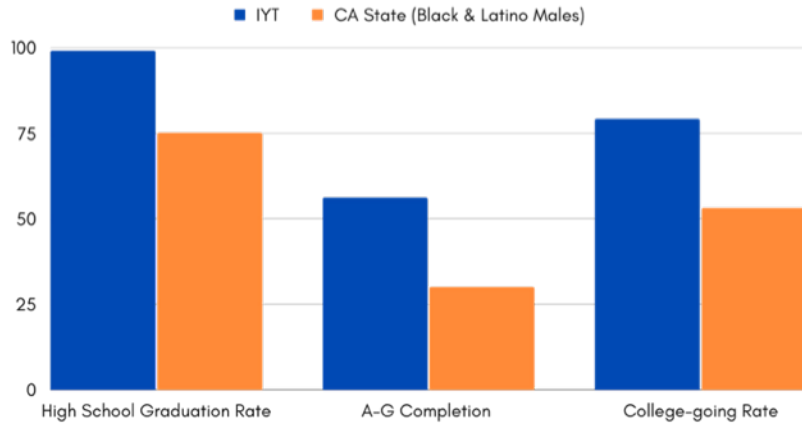


Rebekah Rogers, Cofounder; President  
AR Leadership Partners

Listen to ARLP’s  
Podcast to learn  
more about  
2023  
Opportunities

## Improve Your Tomorrow

Improve Your Tomorrow (IYT) works to increase the number of young men of color who attend and graduate from college. IYT envisions a nation in which young men of color are overrepresented in higher education, are underrepresented in the criminal justice system, and are leaders in their communities. Co-Founder and CEO Michael Lynch shared recently that IYT is getting profound results:



### *How do they do it?*

IYT partners with school districts and community based organizations to provide wraparound support services for each young man participating in their program: 2 years of middle school, throughout the four years of high school, then through college, and even beyond by providing 2 years of fellowship after that - this is a 12 year commitment to each YMOC involved with the program

ARLP supports Improve Your Tomorrow for their audacious and inspiring commitment to make a difference for young men of color. Their example shows the kind of tenacious innovation and optimism that is characteristic of our country's best work in providing a true avenue to success. Listen to IYT Alums as they share their experience: [IYT](#) Reach out to them to learn how you can be a part of the transformative work they do on a daily basis, one young man of color at a time: [IYT](#) You can also check in with our podcast to hear about how this brave team is making a difference for people who haven't enjoyed equitable results in our county.

### [ARLP Podcasts](#)

*IYT focuses on connecting young men of color to opportunity*



The team at IYT is demonstrating how to change the trajectory of an entire generation of young men of color. Additionally, they inspire others to do the same crushing the feelings of defeat and apathy that have stolen the chance of success from so many.

## THE GALT JOINT UNION ELEMENTARY SCHOOL DISTRICT USES QUANTUM LEARNING LEADERSHIP: ORGANIZATIONAL IMPROVEMENT CYCLE TO LEVERAGE EXCELLENCE

Quantum learning leadership allows colleagues to share ownership of the organization's vision of success and makes unity and shared learning the vehicles to high performance.

We've seen great organizations such as the Galt Joint Union Elementary School District apply this methodology to gain great results in student achievement by leveraging improved performance of every school site in the district. The public school district, under the leadership of Superintendent Lois Yount, has engaged every school site and school-based teacher teams in quantum learning leadership to create and apply improvement ideas that have yielded measurable gains for the district's young learners while strengthening the leadership skills of administrators and the teachers they lead.

The administrators of the Galt Joint Union Elementary School District gathered together in the summer and crafted a vision of success for their students that started with the social and emotional wellness of their students leading to academic excellence. They also committed to making sure the teachers and other adults who take care of the children's learning and development were themselves well. We studied the principles of Diversity, Equity, Inclusion, and Belonging (DEIB) and created ways to ensure each learner and adult staff member would thrive in a vibrant learning environment that practices cultural humility in the myriad daily interactions that characterize the business of running a school district.

Having laid the foundation for inclusion, cultural humility, and mutual collaboration and support all district administrators and teachers engaged in ARLP's quantum learning leadership improvement cycles. Teacher teams studied improvement science and DEIB and created change ideas which they tested and tracked for efficacy. Where positive and anticipated outcomes emerged, teachers collaborated with their site administrators to integrate new classroom and schoolwide practices that harnessed what they learned from their change ideas. Then, building on their learning, the teacher and administrator teams went into a second cycle of change ideas development and testing to fill any new or persistent gaps in their students' wellness and/or academic performance.

By midyear, curriculum embedded assessments aligned with district-wide normed assessment results showing multiple virtually every grade-level showed measurable growth. Additionally teachers reported a sense of empowerment over student learning outcomes and a strong sense of efficacy instead of the apathy that many of their colleagues have experienced in other systems.

Superintendent Yount and the administrators of the Galt Joint Union Elementary School District invested in their teachers as much as in their students' learning and well-being. Partnering together to create a safe environment to thrive and to learn about what works in the classroom has generated new relationships, a new sense of empowerment, and measurable improvement in student development.

Listen to Superintendent Yount explain her leadership methodology and the growth she and her colleagues have been able to experience on ARLP's [podcast](#). You can also connect with Superintendent Yount directly: [Contact Superintendent Yount](#)



## Executive Leadership Coaching

**W**e've learned leaders thrive when their work is informed by advisory support from a knowledgeable and confidential professional coach. Leaders who experience this type of support are more likely to achieve the positive outcomes the organization is hoping to achieve. Additionally, leaders experiencing this kind of support are more effective at supporting their subordinates to higher levels of performance. (Rogers, 2004)

ARLP's system of Executive Leadership Coaching harnesses what has been learned as the most effective means of maximizing leadership performance. A powerful combination adult learning methodology, strategic advisory, and targeted technical assistance help the engaged executive achieve their highest levels of performance. ARLP's coaches create for their executive clients a customized, ten-month service plan of strategic advisory and technical assistance targeting up to five outcomes. Support services that have proven effective from ARLP's Executive Leadership Coaches have included a combination of synchronous and asynchronous video-support, and in-person consultation with the executive. As-needed communication between the executive and the coach such as phone calls, texts and emails are commonly utilized. In many cases very specific learning via webinars and/or specially-developed materials created by the coach to help the executive attain the objectives are developed. A key to the coaching system's effectiveness is confidentiality. The Executive can always be assured the coach is a highly competent professional using specialized learning and support resources to achieve the executive's targeted outcomes.

Contact AR Leadership Partners to unlock your greatest leadership potential: [www.arleadership.org](http://www.arleadership.org)

# How can you embed continuous improvement with everyday production for moderately performing teams?

There are two processes that, when implemented by workflow member, can lead to happy, loyal clients and continuous improvement of organizational practice.

A workflow is a pattern of behavior and deliverables that lead to an overall result for end-users. Individuals who routinely contribute effort and/or deliverables essential to a workflow are Workflow Members (Members). When members optimize a workflow end-users can anticipate consistently high-quality outcomes. When members have optimized a workflow, they are positioned to engage in continuous improvement cycles that lead to standardized excellence for end-users and for the members themselves.

## **Workflow Optimization**

1. Identify a workflow to be optimized for excellence
2. Clarify the purpose of the workflow and optimal outcomes
3. Articulate the standardized processes and deliverables, the guiding principles, non-negotiables, timelines and protocols
4. Train each member of the workflow to optimal performance by role AND the overall system
5. Apply the workflow according to the design with uniform adherence to the SOPs

Those who complete the training and demonstrate application of the workflow with adherence to the SOPs are eligible to participate in the Continuous Improvement Cycle:

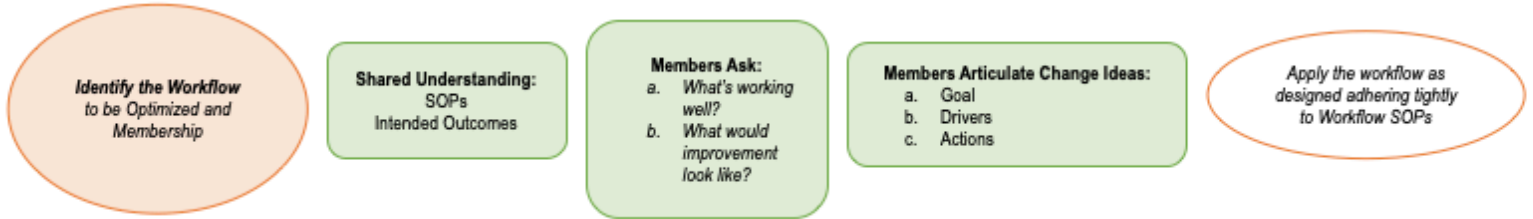
## **Continuous Improvement Cycle for Workflows**

1. Identify the workflow to be improved.
2. Among WF Members, establish shared understanding of the WF SOPs, End Clients/Users, and intended outcomes.
3. Considering available data and observation, WF members articulate what's working well, and describe improved outcomes (deltas)
4. WF Members articulate a change idea comprised of Goals, Drivers, and Actions that, if taken by the WF Members, will likely improve current WF outcomes.
5. WF members test the change idea for three weeks; at the end of the test period WF Members gather to review results to validate the efficacy of the change idea. Based on shared understanding and findings, WF Members articulate what they're going to Start, Stop, and/or Keep Doing (SSKD)

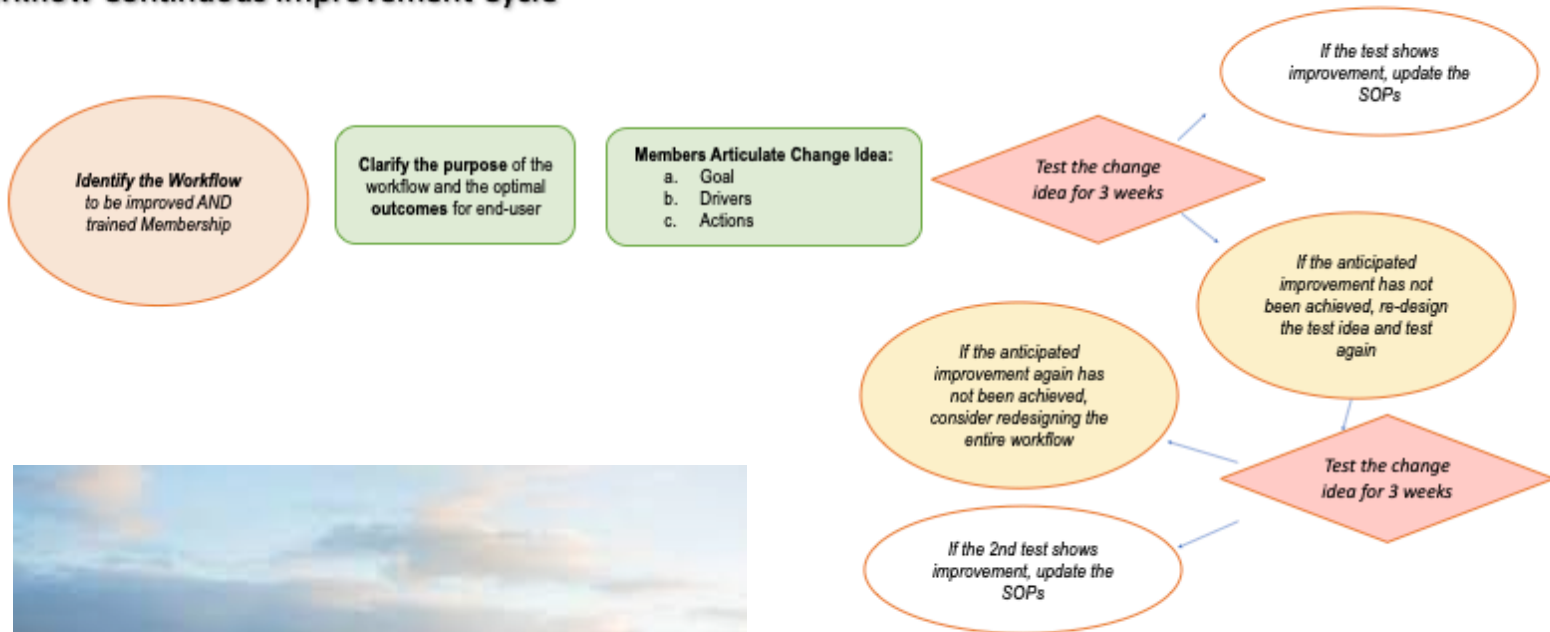
*Repeat as may be necessary.*

This diagram shows how workflow optimization combines with the continuous improvement cycle:

### Workflow Optimization



### Workflow Continuous Improvement Cycle



## **AR Leadership Partners Executive Leadership Performance Coaching**

will improve your performance as a leader and producer. We'll equip you to lead your team to new levels of excellence that will increase the impact you and your team are able to make. We'll help you leverage the power of focus, shared understanding and quality communication, time and personal energy management, and individual and team learning.

*Contact Dr. Alan Rogers today to enroll and take your personal performance and your organization to the next level in excellence. Call or email us to learn more and to reserve your spot on this season's cohort.*

**Dr. Alan Rogers, CEO, Co-Founder**

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