



# STRENGTHENING SCHOOL LEADERS

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Utah School Board Association Conference  
Rick Nielsen, Jim Quigley & Lawrence Lee  
January 10, 2026



# DISCUSSION #1: DEFINING GREAT LEADERSHIP

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How would you describe great leadership in your schools?

03:00





How would you describe great leadership in your schools? (3 words or less; multiple entries encouraged)



# Impact of strong school leadership

Based on a survey with **top 350 schools** in the U.S. in classroom achievement gains, there are **4 key drivers to their success**:

# 4

Key Drivers  
to Classroom  
Achievement

- 1 Belief that **all** students can learn
- 2 A **high** expectations vision
- 3 Leader is able to **inspire** adults to that vision
- 4 Teachers **support** and **mentor** each other

# Impact of strong school leadership

The **difference** in impact between a **25th percentile** performing principal and a **75th percentile** principal...



**Additional 3 months** of learning in math and reading every year



**Lower student absenteeism** and chronic absenteeism



**Improved teacher reports** of their working conditions



Higher teacher **job satisfaction**



**Reduced teacher turnover**, particularly of effective teachers



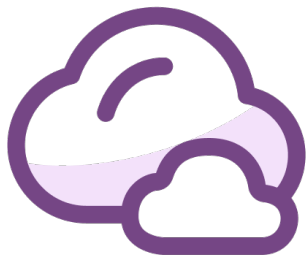
# DISCUSSION #2: IMPACTFUL PROFESSIONAL DEVELOPMENT

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What have you seen  
work best in terms of  
leadership development  
for school leaders?

03:00





What have you seen work best in terms of leadership development for school leaders? (3 words or less; multiple entries encouraged)





# DELOITTE UNIVERSITY



# WHO WE WORK WITH



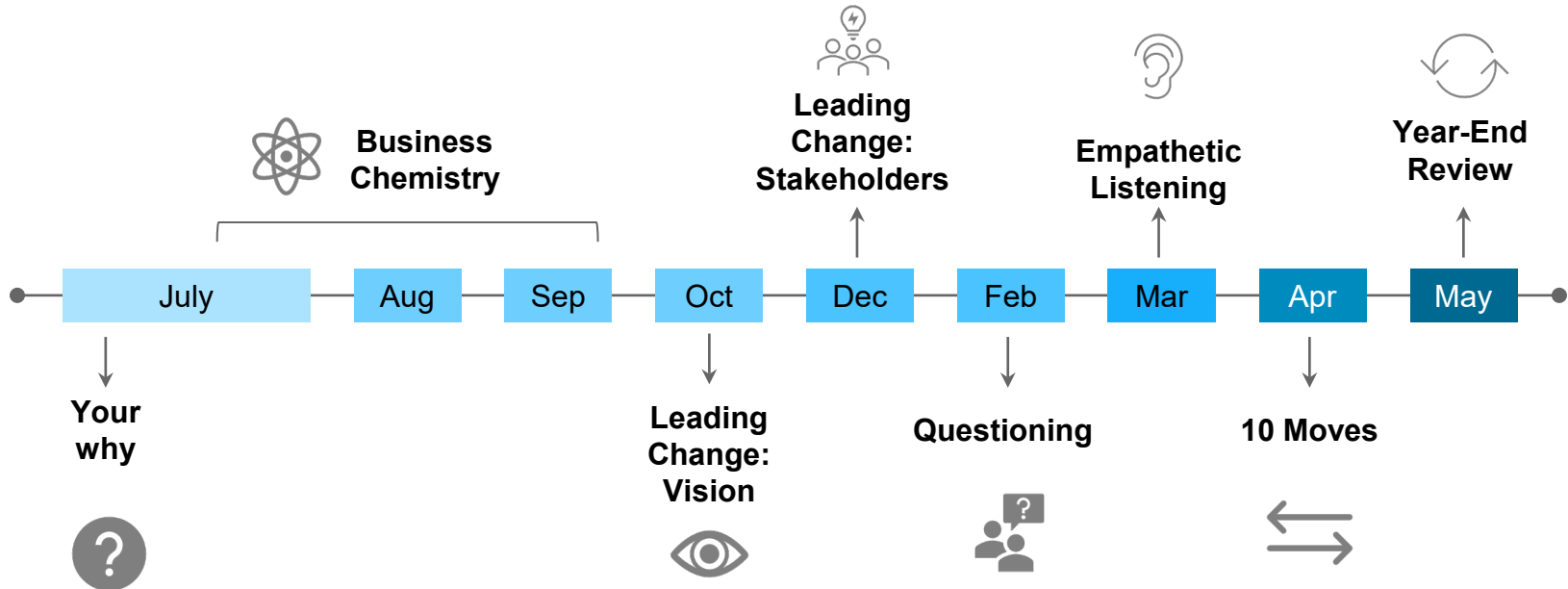


# CASE STUDY: NEBO

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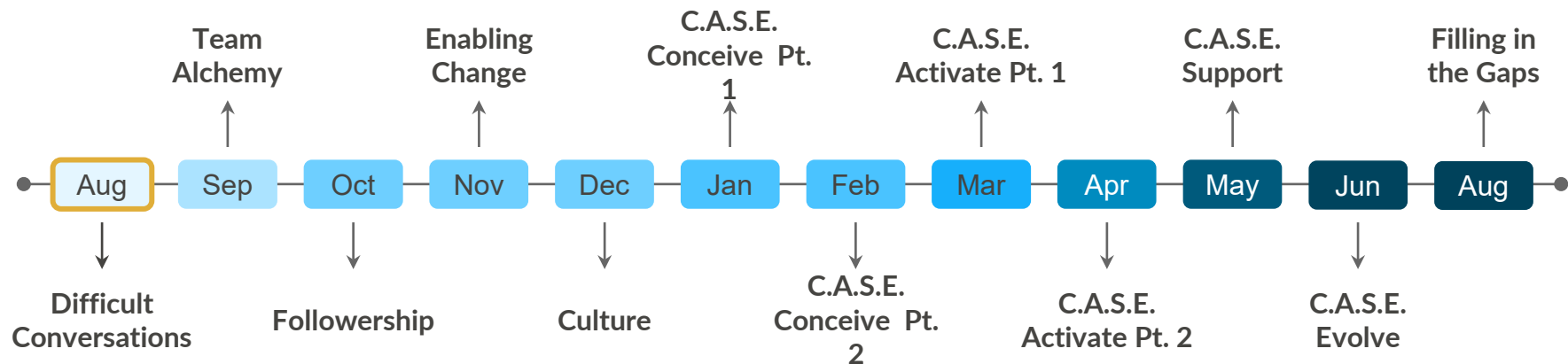
- Deloitte University's Courageous Principals (CP1/CP2; SC1/SC2)
- Courageous Connections with SLA (CC1 & CC2)
- Other Trainings (EQ)
- Other Supports (Facilitation)
- Mini Trainings

# Courageous Connections 1 (Post-CP1)

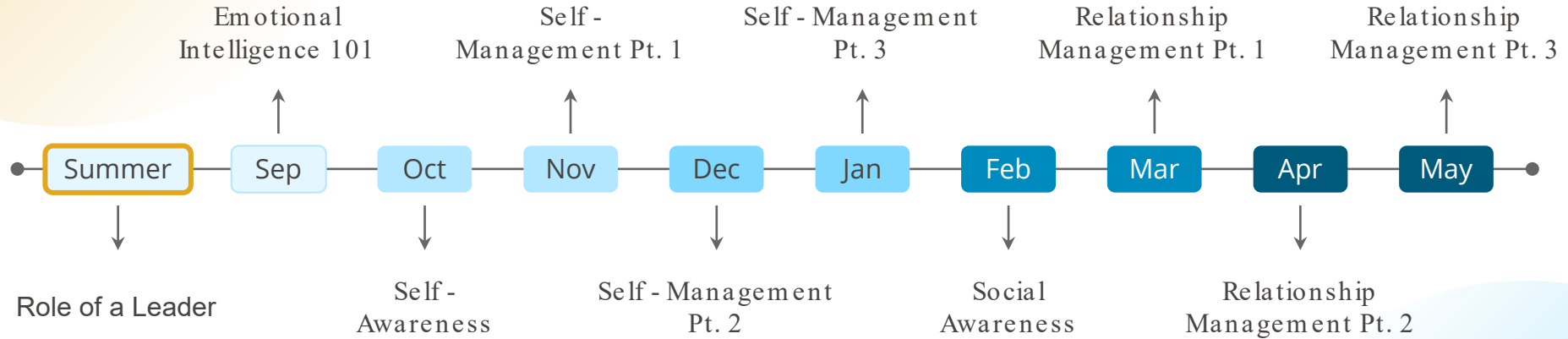




# Courageous Connections 2 (Post-CP2)

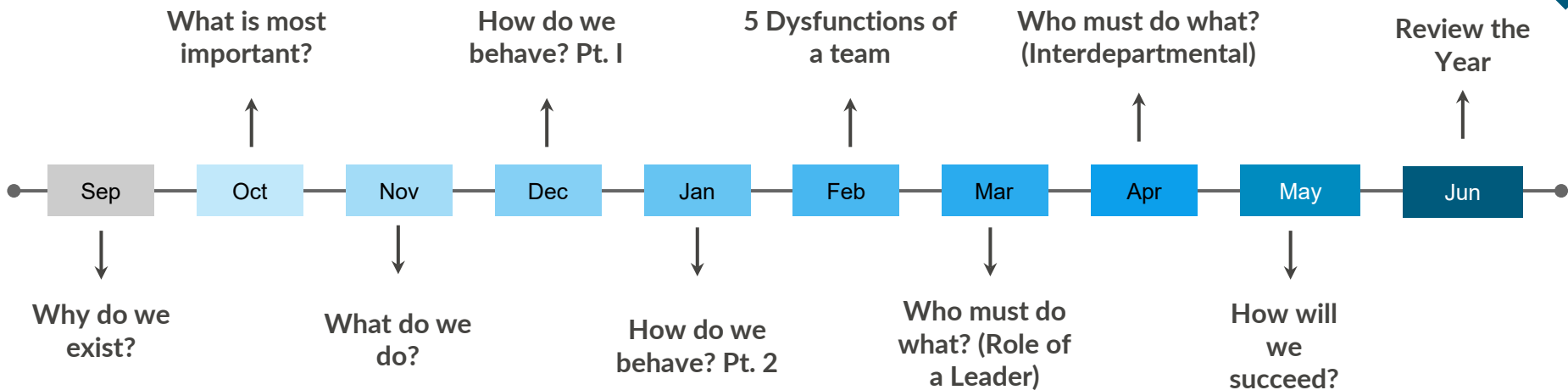


# Emotional Intelligence





# Clarity & Alignment





# CASE STUDY: NEBO

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# THANK YOU!



[www.schoolleadershipalliance.org](http://www.schoolleadershipalliance.org)

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**UTAH SCHOOL BOARDS  
ASSOCIATION**

