



*Introducing the*  
**DISTRICT TRANSFORMATIONAL LEADERSHIP INVENTORY**  
*for system support and enhanced student achievement*

*“Culture does not change because we desire to change it. Culture changes when the organization is transformed; it reflects the realities of people working together every day.”*

— Frances Hesselbein



## WHY DTLI?

In TODAY’S HIGH STAKES EDUCATIONAL ENVIRONMENT, a higher level of accountability exists for school improvement. Central office administrators and support staff are feeling greater pressure than ever to bring about rapid improvement in all schools.

## WHAT BRINGS ABOUT RAPID DISTRICT IMPROVEMENT?

Research has shown that the “transformed” central office can lead improvement efforts in a district that result in systemic reform across all schools. The DTLI is based on elements known to be essential in the “transformed” district office. Items are based on current work practices and relationships among district administrators, and between the district office and schools in the following areas:

- Area I: RELATIONSHIPS AND NETWORKING
- Area II: DIFFERENTIATED SUPPORT
- Area III: INSTRUCTIONAL DESIGN AND COACHING
- Area IV: STUDENT-FOCUSED PROFESSIONAL LEARNING

## WHAT IS DTLI? / BENEFITS OF USING DTLI

The DTLI is designed to help district groups to examine how they are currently working to facilitate school improvement and impact student achievement. Individuals complete the inventory and participate in group discussions to develop team action plans for improvement and systematic change toward a model for transformational district office leadership. Plans for district transformation are aimed at the reorganization of existing central office structures to make them more able to respond quickly and in customized ways to the specific needs of school districts.

*“...what fundamentally distinguishes transformation as a reform is its unrelenting focus on central office administrators’ engagement in leadership practices that support improvements in teaching and learning in schools.”*

The Wallace Foundation, 2010

## OUTCOMES / COST OF DTLI

The DTLI is intended for use by district staff members who come together to enhance their systems leadership effectiveness and reflect on their current working relationships, including the culture of their organizations. Following individual completion of inventories, group discussion will result in the development of district action plans to address district wide school improvement and accelerate student achievement.

The cost of the DTLI is \$69.95 per set, including the District Transformational Leadership Inventory and the DTLI Feedback and Scoring Guide.