

A photograph of Pat Neff Hall at Baylor University, featuring a prominent gold dome and classical architectural elements. The building is surrounded by lush green trees and a well-maintained lawn. The sky is blue with scattered white clouds. The text 'Baylor Center for School Leadership' is overlaid in large white font on the left side of the image.

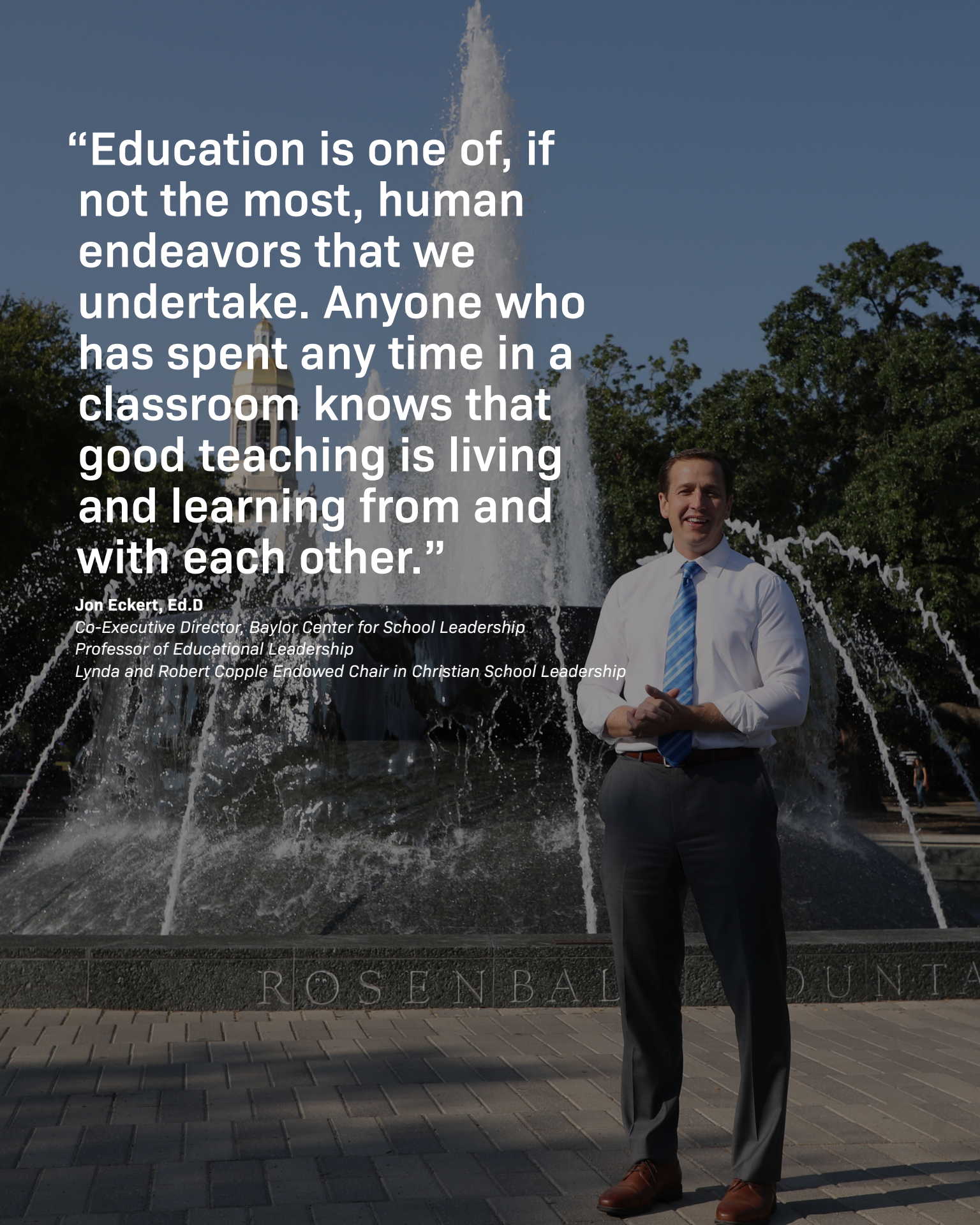
# Baylor Center for School Leadership

**BUILDING BETTER SCHOOLS, TOGETHER**



**Baylor University**

SCHOOL OF EDUCATION  
Center for School Leadership

A man in a white shirt and tie stands in front of a fountain. The fountain has multiple jets of water. In the background, there are trees and a building with a dome. The man is smiling and has his hands clasped in front of him. The fountain's base has the words "ROSENBAUM FOUNTAIN" carved into it.

“Education is one of, if not the most, human endeavors that we undertake. Anyone who has spent any time in a classroom knows that good teaching is living and learning from and with each other.”

**Jon Eckert, Ed.D**

*Co-Executive Director, Baylor Center for School Leadership*

*Professor of Educational Leadership*

*Lynda and Robert Copple Endowed Chair in Christian School Leadership*

# TABLE OF CONTENTS

## Why

Our Mission

Our Approach

## What

What We Do

What Others Say

## How

How to Invest



# Building Better Schools, Together

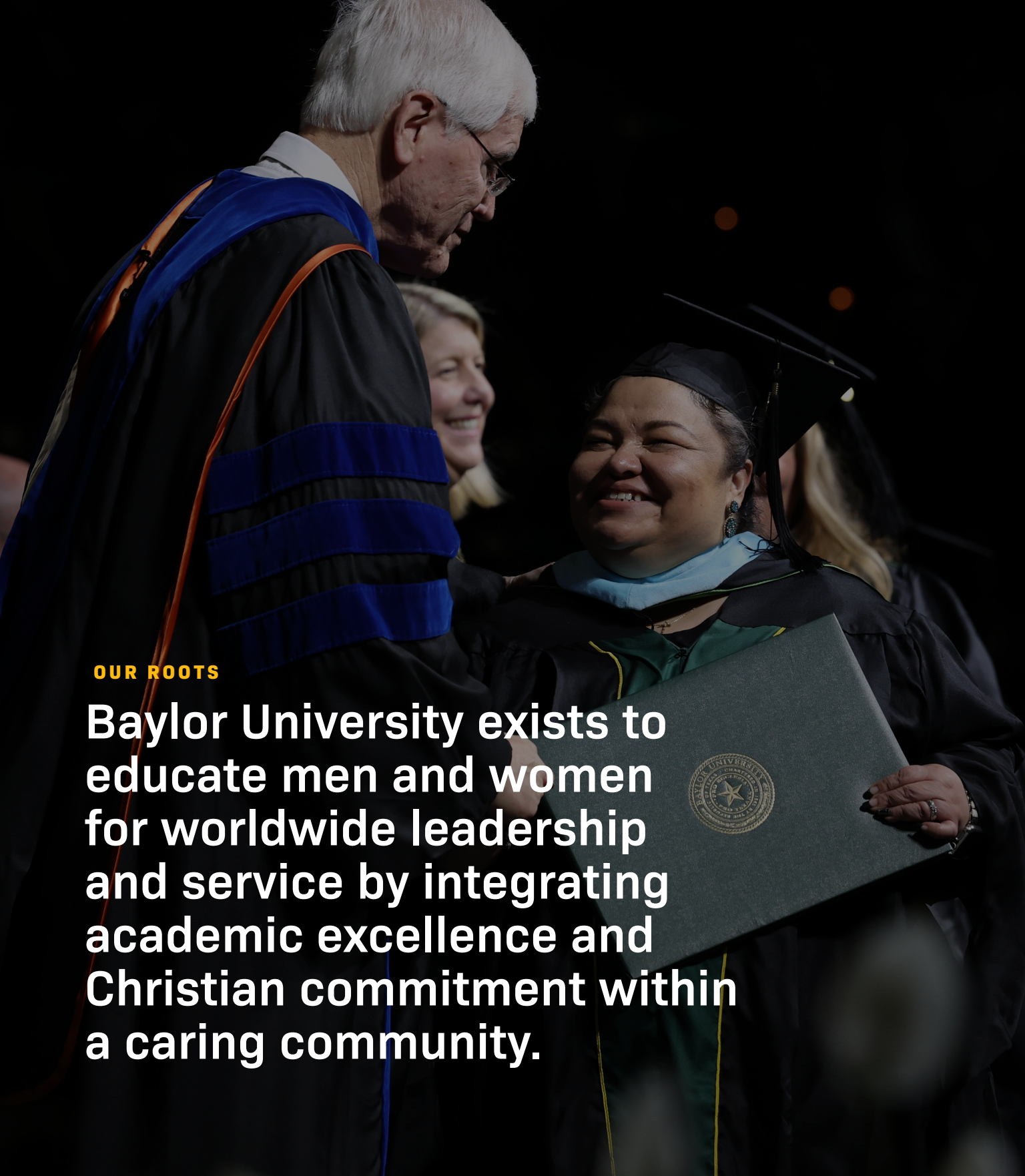
## Our Vision

Baylor's Center for School Leadership (BCSL) strives to be the most **effective leadership catalyst** for educators worldwide.

Welcome to Baylor's Center for School Leadership (BCSL) - where we're committed to being the ultimate catalyst for educational leadership around the globe.

Our mission is to empower educators to embody Micah 6:8, living a life of justice, kindness, and humility as they equip students to flourish and reflect God's glory. At BCSL, we believe that cultivating effective leaders is the key to unlocking the potential of every student. That's why we strive to prepare and nourish the leaders we serve, so they can, in turn, serve their students with excellence.

Join us on this journey, as we partner with the strongest schools worldwide to drive continuous improvement and achieve the best possible outcomes for students, teachers, and schools alike.



**OUR ROOTS**

**Baylor University exists to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.**

# Thriving Communities

**Flourishing people lead flourishing communities.**

To flourish means to develop and enhance every aspect of who you are - mind, body, spirit, emotions, relationships, and career - all while embodying the image of God (as revealed in Genesis 1:27). When educators help their students achieve this level of growth, they're providing a priceless gift. And that's where our program comes in - we're passionate about helping leaders cultivate the skills and mindset necessary to support educators and students on their journey toward reaching their full potential. Join us as we unlock their inner potential together.

# Our Approach

The Center for School Leadership grounds itself with these **five actions** to focus our approach:

## 1 WE CONNECT PEOPLE

We all crave connection because it's fundamental to who we are as humans. As bearers of God's image, we reflect His nature when we form meaningful relationships with others. At the heart of Christian leadership is the call to love and serve others, just as Christ did for us. By embodying this grace and love, we empower others to flourish and live out their full potential. At our core, we are all designed for connection and community.

## 2 WE CULTIVATE LEADERSHIP

At BCSL, we understand that leadership isn't about titles or positions - it's about serving others and helping them achieve their full potential. As Christians, we follow Christ's example of putting others first and prioritizing their well-being above our own. This kind of leadership requires vulnerability, empathy, and a willingness to learn and adapt. We create thriving learning communities where everyone can flourish by cultivating humble leaders who come alongside others to support their growth and development.

## 3 WE CONDUCT RESEARCH

We don't just talk the talk - we walk the walk through our commitment to conducting research that impacts the lives of students and leaders in all types of schools. As a unique institution positioned within a top-tier research university that is unapologetically Christian, we have the resources and expertise to tackle the most pressing challenges facing education today. Our team of resident and non-resident scholars work tirelessly to produce research that contributes to the well-being and flourishing of students and educators alike. Through generous donor funding, we have already built thriving school communities in Mississippi and Texas, and we're constantly collecting evidence of the impact of our innovative programs and approaches. Our peer-reviewed publications serve as valuable research tools for schools seeking to enhance their practices and outcomes. We're not satisfied with just theorizing about education - we're committed to conducting research that translates into real-world impact.

## 4 WE CATALYZE IMPROVEMENT

Catalytic leaders fuel growth by working alongside others to improve their work. We encourage iterative cycles of reflection, risk, and revision to create a learning organization built on improvement science. By tapping into intellectual curiosity, we help identify problems, research evidence-based solutions and foster reasoned discourse. Of course, being a catalyst isn't just about helping individuals; it's also about advocating for every student's needs. We work tirelessly to promote good policies at all levels of government, and we always keep students flourishing at the forefront of our decision-making. Ultimately, leadership is about shared influence and improving decision-making processes.

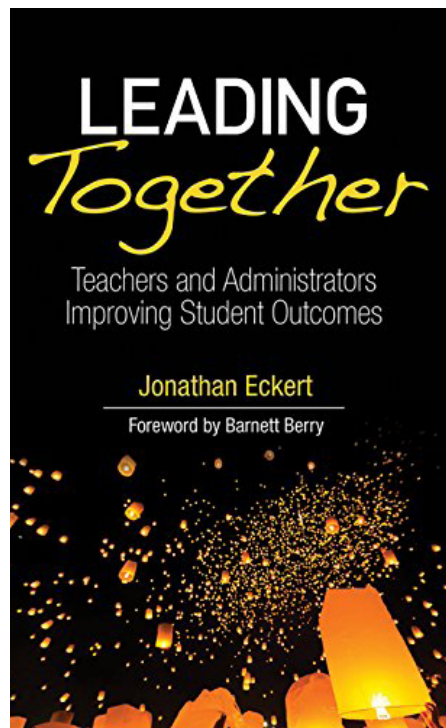
## 5 WE CONTRIBUTE TO BAYLOR'S MISSION

At the BCSL, supporting leaders is the key to creating schools that do justice, love kindness, and walk humbly. We strive to be a catalyst for this kind of leadership by offering five essential ways to support leaders in all types of schools around the world. Through our efforts, we empower leaders to create learning environments where students can thrive and flourish academically and personally. Join us in our mission to transform education and unlock the full potential of our students.

# Research Partnerships

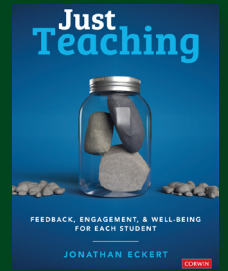
## Flourishing people lead flourishing communities.

Collaboration is key to achieving great things. At the BCSL, we're all about collective leadership, where we work together towards shared goals. In fact, our approach is detailed in the book *Leading Together*, which guides our work with school teams and research partners alike around the U.S. and world. For example, we're currently teaming up with the Magee Institute at the University of Mississippi to develop interventions that help students make life-giving choices instead of ones that drain them. And with CARDUS, Canada's largest think tank focused on public policy, we're studying the outcomes of different school options that serve the public good. By partnering with others, we can make a greater impact and contribute to a better future for all.



## Just Teaching

Teaching is about more than just imparting knowledge; it's about a FEW things: Feedback, Engagement, and Well-being. When we prioritize these things for each student, we promote justice and flourishing. Through our partnerships with schools, we have gathered evidence and stories of these principles' impact in cultivating thriving learning communities. In this book, we showcase the amazing work occurring in classrooms around the world, elevating the voices of those making a difference in the lives of their students every day.

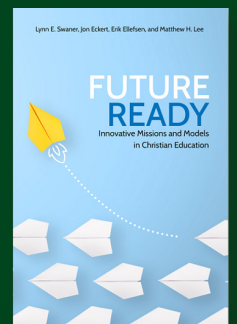


## Just Schools Podcast

Teachers are catalysts who are constantly pressed for time. That's why we created the "Just Schools" podcast, where we showcase inspiring stories of educators from around the globe who are making a difference in their students' lives by prioritizing their well-being, engagement and providing them with valuable feedback. In just 20-30 minutes per episode, we offer actionable tips and uplifting messages to empower teachers to continue doing the critical work that sets students up for success in all aspects of life.

## Future Ready

Get ready to be inspired! Our book takes you on a journey to 11 innovative school sites across the U.S. where educators are breaking down barriers and expanding access for all students. We uncovered inspiring stories and practical strategies that will help drive sustainability in schools everywhere.



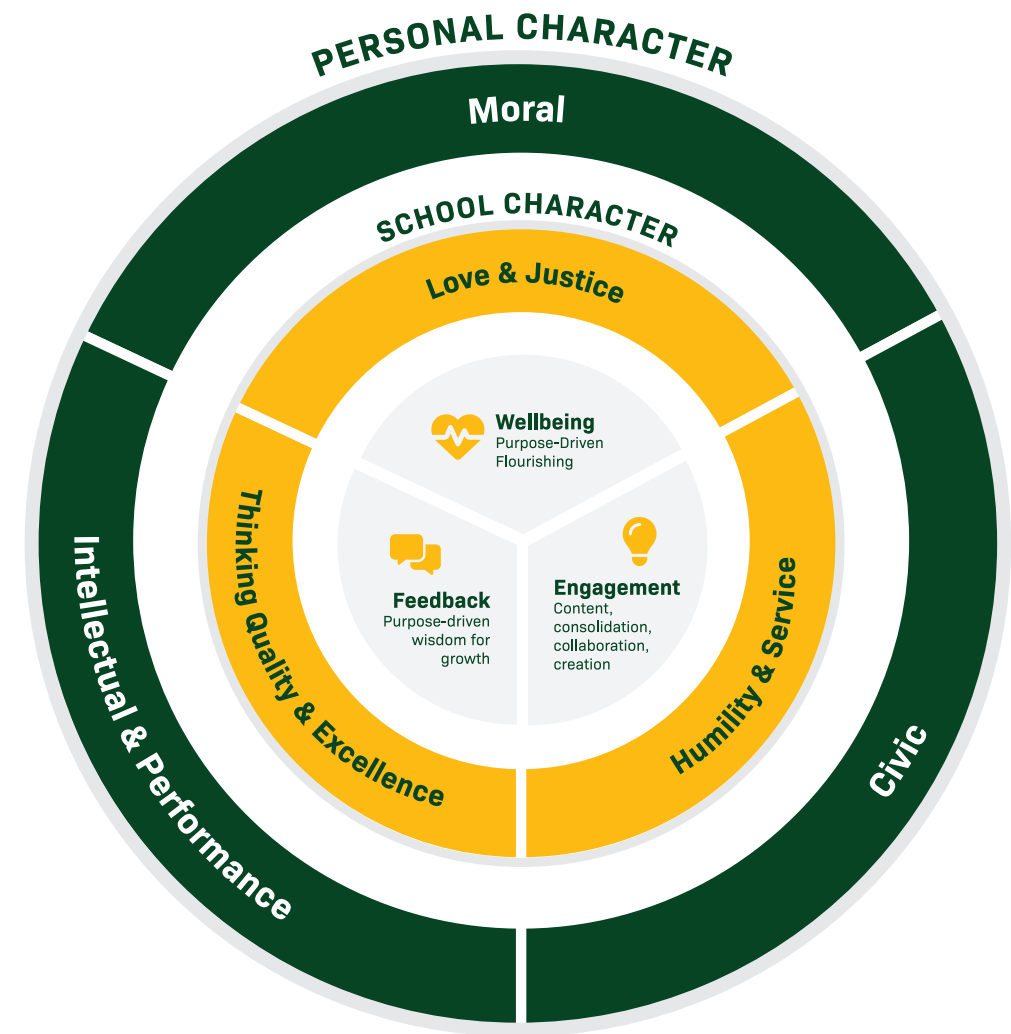
## BCSL Journal

The Baylor Center for School Leadership Journal serves as a valuable platform for educators seeking complimentary resources for practical implementation within their classrooms. This online publication features bi-weekly journal articles, hyperlinks to the "Just Schools" podcast and literary works by Jon Eckert, alongside an assortment of videos and supplementary materials.

# Thriving Learning Communities

## Just teaching = Just communities

By focusing on the three elements of just teaching, schools thrive as educators and students develop character and enact virtues. Focus on the well-being wedge of our model. If educators and students are able to pursue purpose-driven flourishing because they are mentally, emotionally, and physically well, then they will create schools built on love and justice because those schools will be filled with leaders—both educators and students—who have the capacity and desire to enact moral virtues like compassion, courage, gratitude, and honesty. When students are effectively engaged, schools are built on humility and service and become places driven by civic virtues such as humility, integrity, justice, and respect. If students receive meaningful feedback, that builds schools that enhance thinking quality and excellence where students display intellectual and performance virtues such as curiosity, resourcefulness, and resilience. When we enact just teaching practices, those practices ripple out in virtuous concentric circles that enhance teaching and learning. This is not another character program or a moralistic paradigm. Parker Palmer, Ph.D., writer and activist who focuses on issues in education, community, leadership, spirituality and social change said it best when he writes, “Good teaching cannot be reduced to technique; good teaching comes from the identity and integrity of the teacher.” This model is not a program or even a process; this is how and why we teach.



# What We Do

The Center for School Leadership moves towards our mission through these **five critical initiatives**:

## NETWORKS



Our BCSL Networks are where leaders unite to improve their schools and communities to drive positive change. With a focus on developing leaders, enhancing school conditions, and improving student outcomes, our engaging learning communities provide research, content, and support to help you make an impact. Led by a BCSL Fellow and utilizing our tools and research, each network begins with a three-hour deep dive and continues to meet virtually for three to ten months, depending on the network.

## IMPROVEMENT COMMUNITIES



Successful school improvement involves key teachers and administrators working on shared problems of practice within and across schools. Building on the Carnegie Foundation's work, we partner with independent and public schools nationwide to work on shared goals. We aim to build networks of schools around critical areas - limited leadership pipeline, inadequate teaching quality, talent management/development, limited resources and engaged student learning.

## PROFESSIONAL LEARNING



The Just Schools Academy is the foundation of the BCSL's work, bringing together educational leaders from schools nationwide for a multi-day immersion experience. Participants receive top-notch training, tools, and resources from Baylor's Center for School Leadership and attend leadership seminars with esteemed Baylor leaders. They collaborate with a network of schools facing similar challenges and achieving great solutions. We also host Culture of JOY, a one-day event, to help schools create thriving communities and strong cultures for every student.

## GRADUATE PROGRAMS



Christian educators unlock their potential with Baylor School of Education's innovative programs. Our hybrid MA in School Leadership program, delivered mostly online with on-campus intensives, is a collaboration with the Baylor Center for Christian Education. With two tracks to choose from, Texas principal certification or school leadership in other states or independent schools, you'll join a cohort of Christian leaders eager to broaden their mission and reach the next level professionally.

## RESEARCH



At BCSL, we are passionate about showcasing the amazing work of educators who positively impact students' lives. Our team of researchers and scholars dive deep into the latest educational trends and practices, and we share our findings with the world through various channels. From peer-reviewed journals to engaging videos and books, we offer resources that are accessible and practical for educators of all levels. Our "Just Schools Podcast" is a platform where we celebrate the voices of educators doing exceptional work in their classrooms, and we highlight their strategies and insights for the benefit of the wider educational community.



# Changing Futures

**6,000+** educators

**20,000+** schools

**50** states

**45+** countries

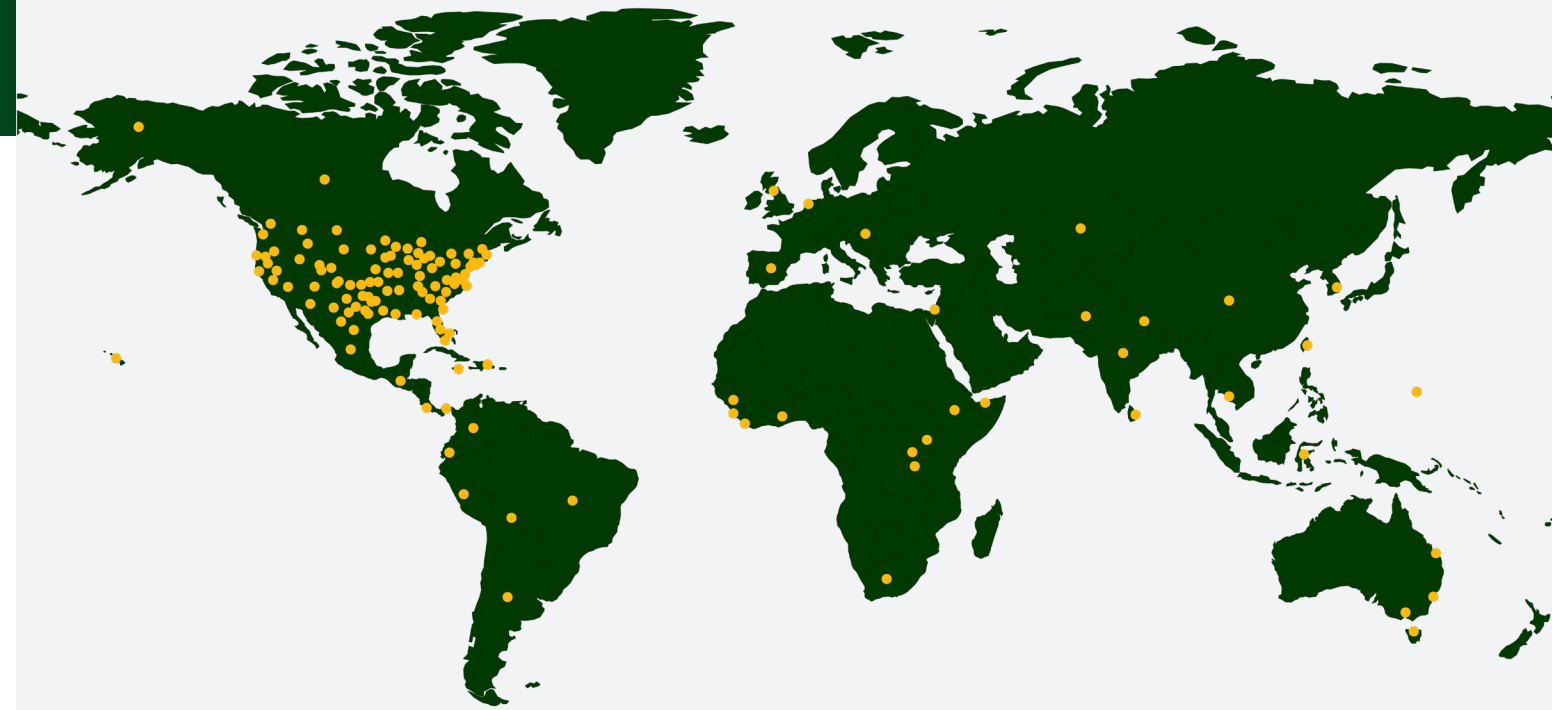
## Collective **Impact**

**Empowering Educators to Make a Difference: Partnering with Donors to Support Thousands of Educators Worldwide**

Since 2020, the BCSL has been committed to supporting educators worldwide in over 20,000 schools across all 50 states and 45 countries. Our mission is to help Christian educators make a lasting impact on each student's life, which requires collaboration, not simplistic solutions. That's why we provide educators with tools, resources, and a process to help them work together and measure their impact.

Our efforts require funds, and we are grateful for our partnerships with our donors. To date, we've supported over 6,000 educators. As the only Protestant Research 1 university in the world, Baylor University is the perfect place to continue this important work.

**\$5 million** raised



# WHAT OTHERS SAY

The value of the Center for School Leadership and the Master's Degree program is its preparation of gifted leaders who will bring God-inspired vision to the work of equipping the minds and hearts of students in pre-college settings. The program's focus on collaboration, agility, best practices, strategic thinking, innovation, and continuous improvement ensures that graduates will bring a strong knowledge base, energy, and creativity to their school contexts, driving growth, high quality student outcomes, and Kingdom impact.

**Donna Harris, Ed.D., President**  
*Minnehaha Academy, Minneapolis, MN*

Baylor is bringing the power and capacity of an R1 institution to bear upon an area of education that has traditionally been under-resourced, in terms of solid, research-based professional development from a Christian perspective. Christian schooling has not typically had the benefit of those who are educators and academicians, bringing together all these gifts to promote Christian school leadership, as well as best practices in curriculum development and instruction. Because Christian schooling bears the name of Christ, it deserves and needs these resources to achieve true excellence. The Baylor Center for School Leadership is helping to make this possible.

**Jay Ferguson, Head of School**  
*Grace Community School, Tyler, TX*

One of the things I appreciate about BCSL is the amount of stories pulled in. Bob Goff says, "it's not that people need more information, but rather they need more examples." Through this program, we are given a lot of examples of what it looks like to do things not-so-great and how to do things in a way that gives life and provide a culture of joy around our schools. We can take these examples and use them to influence how we can change our schools.

**Ryan Denham, High School History Teacher**  
*Rock Hill High School, Frisco, TX*

The BCSL helped me grow professionally by linking arms with outstanding Christian educators across the country. The work we did energized my team and affirmed that we are on the right path.

**Karla Lowe, Head of Elementary School**  
*Des Moines Christian School, Des Moines, IA*

The BCSL created a Masters in School Leadership program that not only reframed my work as a school leader, but it also reframed my heart. Discovering the value and crucial necessity to build a school's leadership framework in Christ and realizing that leadership is not a title or a position but instead a call to servitude for the Lord. Being guided on how to create optimal school environments for students and teachers to become flourishing leaders themselves while using collective leadership to it's upmost fidelity for optimal student achievement has been a treasure given to me from the Baylor MA in School Leadership program at Baylor University.

**Jackie Villarreal, Assistant Principal**  
*Midway ISD, Hewitt, TX*



“The BCSL created a Masters in School Leadership program that not only reframed my work as a school leader, but also it reframed my heart.”

**JACKIE VILLARREAL, ASSISTANT PRINCIPAL**  
*Midway ISD, Hewitt, TX*

# Investment Opportunities

Investing in education is essential for a better future. At the Baylor Center for School Leadership, we empower educators to be effective leaders who cultivate thriving learning environments. With your support, we can make a real-world impact and unlock students' full potential worldwide. Your contribution will fund innovative research, effective leadership programs, and valuable resources for educators and administrators, making a meaningful impact on education quality. Help provide every student access to a high-quality education and create a brighter future for our next generation of leaders.

## INVESTMENT OPPORTUNITIES





Baylor University

SCHOOL OF EDUCATION  
Center for School Leadership