



SheLeads

Empowering women in school
leadership roles

About Global School Leaders

Global School Leaders is an international non-profit organization focused on empowering school leadership to create deep, long-lasting impact using a contextual and evidence-based approach.



Building an Evidence Base

We study how to best support School Leaders through studies, surveys, and literature reviews.



Building partnerships

We work directly with partners across Latin America, Africa, and Asia to support their school leader training programs through curriculum development, implementation, and technical support.



Driving Systemic change

We create dialogue to raise awareness about School Leaders' potential to impact student outcomes.

The problem we aim to address

*Despite women constituting the
majority of primary school teachers,
school leadership roles are
predominantly male-dominated*

*The share of female principals in primary and secondary
education is on average at least 20 percentage points lower
than the average share of female teachers (UNESCO, 2024).*

Why are women underrepresented?

The disparity in leadership roles is driven by a blend of social and cultural norms, along with systemic and individual barriers.

Crucially, systemic issues such as the lack of mentors and role models, opaque procedures in principal appointments, male dominance in educational leadership, and prevalent negative attitudes towards women in leadership roles contribute significantly to this imbalance.

Our approach

SheLeads is an 11-month virtual program for women school leaders that offers professional development and an opportunity to build a community of women school leaders who can support each other.

SHELEADS

The program aims to address the systemic and cultural barriers that continue to impede gender equity in school leadership by:

- **Supporting Professional Development:** Build key skills to help women in leadership tackle gender-based challenges in their workplace.
- **Empowering women leaders through connection and peer learning:** Establish regional groups within the cohort to promote peer learning through structured sessions.
- **Advocating for Gender Equity in Education Leadership:** Amplify the voices and experiences of women leaders to create an inclusive and diverse community.



Our theory of change

By the program's end, participants will have developed the skills and confidence to lead effectively and address gender-based challenges within their schools and communities. The program envisions impact in three areas:

1

Development skills and strategies to navigate gender-based challenges

2

Creation of a community of empowered women school leaders

3

Implementation of a gender-equitable project

SHELEADS

In this inaugural edition, we are seeking 18 Female Leaders in education across Asia, Africa, and Latin America



A worldwide community to help women thrive as leaders

What will school leaders receive?

01 Leadership Development

Gain key skills in feminist leadership, conflict resolution, negotiation, and gender-transformative education.

02 Mentorship

Receive personalized guidance from experienced mentors who understand their specific context.

03 Career Growth

Strengthen their leadership career and grow their professional network.

04 Peer Learning

Connect with a global network of women leaders to share best practices, challenges, and support each other,

05 Practical Impact

Work on real-world school improvement projects that make a difference in their community.

How does SheLeads aim to achieve these objectives?



Workshop themes

Throughout the first part of the program, school leaders participate in different workshops, conducted by expert partner organisations who will cover topics such as:

- 1 **Exploring Our Lives as Girls & Women:** The role of gender in personal and professional lives
- 2 **The Way Women Lead:** An introduction to feminist leadership
- 3 **Leading Through Gender Bias:** Addressing Men's Resistance to Women in Leadership
- 4 **The Art of Negotiation:** Strategies to manage politics in the workplace
- 5 **Building a Gender Transformative School:** Creating a different reality for our students
- 6 **Designing Your Project:** Using what they learned to transform their work

Peer-learning and projects



During the second phase of the program, participants apply their learning by designing and executing **school-based individual projects** addressing gender-related challenges.

Participants will be part of regional groups, a space to share best practices and challenges, brainstorming together on how to transform their work.

Regional mentors, experienced women leaders, provide guidance and facilitate group discussions, sharing their own journeys and learnings.

Participants' profile

- **Women School Leader:** Principal or vice principal in a school.
- **English level:** Basic English. Translation services will be provided.
- **Project:** Implement and work on a school improvement project
- **Time commitment:** 2 hours per month for each workshop and 1 hour to work on their school's project





Together, let's build a
stronger **community of
empowered women school
leaders** across the globe!



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