

# LFM Academy

PROGRAMS / LEADING FROM THE MIDDLE / LFM ACADEMY

- LFM Program Overview
- LFM Academy
- LFM Academy Participants
- 2025–26 LFM Team
- Publications and Evaluation Reports

## LFM Academies

### Overview

Welcome to the Leading from the Middle (LFM) Academy. This dynamic Academy is more than just a leadership course—it's a journey of growth, collaboration, and innovation.

Over the course of 15 months, your college's cross-functional team—composed of tenured and adjunct academic and counseling faculty, administrators, classified professionals, and institutional researchers—will immerse itself in a rich blend of virtual and face-to-face experiences (for specific details, refer to graphic). Members of each team will gain new perspectives, hone their leadership skills, and forge connections with like-minded peers who are meaningfully driving systemic change at colleges across the California Community Colleges system.

LFM is a dedicated space to cultivate the leadership mindsets and strategies necessary to champion equity-focused reforms, close achievement gaps, and create an inclusive, student-centered educational environment. As you progress through the Academy, you will not only apply what you learn to real-world projects, making a tangible impact on your campus, but you will also be guided by experienced facilitators and coaches—LFM alumni who bring invaluable insights. Together, you will navigate the complexities of institutional change, utilizing evidence-based decision-making and innovative leadership practices to achieve your goals.

### The LFM Academy Experience

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**1 Academy Kick-Off**  
Participants will kick off the Academy by learning what to expect, familiarize themselves with the LFM Canvas course, and meet cohort members, facilitators, and coaches. Each team will also have a dedicated session with their assigned coach.
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**2 Onboarding**  
Onboarding involves online pre-academy preparation activities. In partnership with their coaches, teams will engage in activities like team development, leadership exploration, and refining their project plans.
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**3 In-Person Convenings**  
During three in-person convenings, participants will explore leadership concepts and broaden their knowledge, and skills, through readings, discussions, interactive exercises, project work, and networking with other teams.
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**4 Between Convenings**  
Teams will participate in monthly virtual meetings with their coach to ensure that learning is applied to real-world situations. These sessions will explore a range of topics with input from participants, and provide opportunities to discuss how they are applying the Academy concepts to their team project and daily work.
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**5 Sustainability Planning**  
Teams will work closely with their coaches in a final series of virtual meetings to develop a sustainability plan for their teams' projects and their ongoing leadership development.

### LFM Curriculum

The LFM curriculum will serve as your roadmap on this transformative journey, guiding you through the essential elements of effective middle leadership. Carefully crafted by and for leaders within the California Community Colleges system, this curriculum is designed to equip you with the knowledge and skills needed to navigate the complexities of leadership both now and in the future. You'll explore a wide range of topics such as the following:

 **TOPICS** +

### Academy Outcomes

The Academy's outcomes are designed to create lasting change, focusing on three key dimensions: individual leadership development, collective leadership development, and campus-based capacity building. These outcomes are as follows:

-  **INDIVIDUAL LEADERSHIP DEVELOPMENT OUTCOMES** +
-  **COLLECTIVE LEADERSHIP DEVELOPMENT OUTCOMES** +
-  **CAMPUS-BASED CAPACITY-BUILDING OUTCOMES** +

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