



THE LEADERSHIP & LEARNING COLLECTIVE



LEADERSHIP & LEARNING
COLLECTIVE

Est. 2025

Erica Hernandez-Scott, *Ph.D.*

*Executive Advisor · Educator Workforce Strategist
Leadership & Organizational Development Consultant*

ABOUT

Dr. Erica Hernandez-Scott is the Founder and CEO of The Leadership and Learning Collective, where she partners with education agencies, higher education institutions, standards boards, and organizational leaders to strengthen educator workforce systems, leadership development, and equity-centered organizational transformation.

With more than 25 years of experience spanning public education, higher education, and statewide policy leadership, Dr. Hernandez-Scott brings deep expertise in educator preparation, systems design, organizational transformation, assessment and evaluation, adult learning, and strategic change management. Most recently, she served as Executive Director of Washington State's Professional Educator Standards Board.

Her work centers on strengthening educator recruitment, preparation, retention, and leadership — particularly for educators of color — through innovative, human-centered approaches that integrate foundational knowledge, clinical practice, adult learning, and organizational culture change.

Where this work *lives and breathes.*

Executive Leadership & Organizational Strategy

- Executive advising and leadership coaching
- Organizational culture and climate transformation
- Strategic planning and systems alignment
- Leadership transitions and organizational change
- Stakeholder engagement and coalition building
- Governance and public systems leadership

Educator Workforce & Policy Systems

- Teacher preparation and licensure systems
- Educator workforce sustainability and retention
- Accountability and accreditation systems
- State and federal education policy implementation
- Cross-sector systems coordination
- Standards board and agency leadership support

Adult Learning & Leadership Development

- Leadership retreats and strategic facilitation
- Executive and team coaching
- Adult learning design and facilitation
- Equity-centered leadership development
- Professional learning systems
- Faculty and leadership development

Innovation & Institutional Transformation

- Human-centered systems redesign
- Equity and belonging in organizations
- AI and the future of education and workforce systems
- Organizational resilience and adaptive leadership
- Inclusive instructional and organizational design

Ways we can *work together.*

01 Executive Advising & Coaching

Strategic advising for executive directors, deans, agency leaders, standards boards, and senior leadership teams navigating organizational complexity, workforce challenges, and culture change.

02 Leadership Retreats & Strategic Facilitation

Customized retreats and facilitation focused on organizational trust, strategic planning, leadership development, workforce sustainability, and adaptive and servant leadership.

03 Speaking & Thought Leadership

Keynotes, workshops, and panels on educator workforce sustainability, humane systems leadership, teacher education and policy, organizational transformation, leadership and belonging, and AI in education.

04 Systems & Policy Consulting

Consulting support for educator workforce initiatives, accountability systems, educator preparation programs, policy implementation, and statewide systems coordination.

05 Dissertation & Leadership Mentoring

Support for doctoral students, emerging leaders, and executive professionals navigating dissertation completion, leadership growth, and systems thinking.

Investment.

Starting points — every engagement is shaped to your context.

SERVICE	STARTING INVESTMENT
Executive Strategy Session (90 min)	\$500–\$750
Monthly Executive Advising	\$2,500–\$6,000 / month
Half-Day Leadership Retreat	Starting at \$3,500
Full-Day Leadership Retreat	\$6,000–\$9,000
Multi-Day Retreat	Starting at \$12,000
Virtual Speaking Engagement	\$1,500–\$3,500
In-Person Keynote	\$5,000–\$10,000
Systems Consulting Projects	\$7,500+
Dissertation Intensive	\$250–\$500 / session



Custom, needs-based proposals

Available for community-based non-profits and organizations whose missions are dedicated to serving educators and scholars of color.

sales@leadershipandlearningcollective.org

SELECTED PARTNERSHIPS

In partnership with *the institutions shaping our field.*

- Washington State Professional Educator Standards Board
- Washington Association of Colleges for Teacher Education (WACTE)
- State Education Agencies and Standards Boards
- Higher Education and Educator Preparation Programs
- Legislative and Cross-Agency Workforce Partnerships
- Leadership Development and Equity-Centered Learning Initiatives

LEADERSHIP PHILOSOPHY

Strong institutions are built through humane leadership, equitable systems, organizational trust, and cultures of learning — supporting organizations in navigating complexity without losing sight of the people, relationships, and communities at the center of their mission.

SIGNATURE THEMES

- Humane Systems Leadership

- Educator Workforce Sustainability

- Organizational Trust & Culture

- Equity-Centered Institutional Transformation

- Adult Learning & Leadership Development

- Accountability with Humanity

- Leadership in Politically Complex Environments

- The Future of Teacher Education & Learning Systems