

Vision 2020 - Goal 2: High Performing Teams
Goal 3: Improving Infrastructure and Integrating Systems

Strategy 2.2.4 – Develop Leaders

Strategy 3.1.3 – Improve Human Resources Infrastructure: Identify, recruit, develop and retain teachers and administrators with the capacities, skills, and dispositions necessary for effective teaching, learning and leading

Focus					Summary	Milestone Dates
Assistant Principal Leadership Cohort #1					<i>Increase leadership capacity</i> -provide a group of assistant principals the opportunity to further develop leadership skills and knowledge in areas outside of their daily responsibilities and <i>help to prepare those who aspire to be principals.</i>	December 8, 2016 January 4, 2017 February 20, 2017 March 20, 2017 April, 2017 – TBD May, 2017 - TBD
Level	Male	Female	African American	White		
Elem	1	9	2	8		
Middle	2	5	3	4		
High	6	1	2	5		
Focus					Summary	Milestone Dates
New Principal Cohort					<ul style="list-style-type: none"> Monthly support meetings Training Sessions built into principal meetings Support in the areas of evaluation, leadership, budget, staffing, and hiring (as well as any additional areas identified by group) 	November 10, 2016 December 12, 2016 December 19, 2016 January 11, 2017 February 13, 2017 February 20, 2017 March, 2017 – TBD April, 2017 - TBD
Level	Male	Female	African American	White		
Elem	4	7	4	7		
Middle	-	1	-	1		
High	2	3	-	4		

Focus	Summary	Milestone Dates
<p>Revise Administrator Application Requirements</p> <p>Reinstatement of Administrator Screening Processes</p>	<ul style="list-style-type: none"> • Adding completion of Admin Fit Survey to application process requirements • Requiring uploading of leadership assessment scores; when applicable • Design, Plan and implement Principal Screening process • Design and plan Assistant Principal Screening Process • Collaborate with Academic Support Services to design screening process for counselors and FRYSC candidates • Research “Behavioral Event Interview” (BEI) process as a means of identifying administrators with high leadership competencies for success as a turnaround leader. 	<p>September, 2016</p> <p>September, 2016</p> <p>October 2017 - Present</p> <p>February 3, 2017</p> <p>March, 2017</p> <p>January 24, 2017</p> <p>February 7, 2017</p> <p>Mid-March, 2017</p> <p>Mid-April, 2017</p> <p>January, 2017</p>
Focus	Summary	Milestone Dates
Deeper Learning Symposium – Building Educator Capacity (Teachers and Administrators)	<ul style="list-style-type: none"> • Event recommended by EQOC • Collaboration among departments to plan and coordinate professional development opportunities for teachers and administrators on deeper learning. 	<ul style="list-style-type: none"> • December, 2016 • On-going

Focus	Summary	Milestone Dates
Development of Teacher Leaders – Goal Clarity Coaches	<ul style="list-style-type: none"> Plan and implement coaching training and support for GCCs to assist schools in deeper learning implementation Build teacher leadership capacity of GCCs 	June, 2017 - Ongoing
Focus	Summary	Milestone Dates
Support, Development, and Leadership Opportunities for New and Experienced Teachers	<p>Plan and implement a three-tiered approach to New Teacher induction which includes</p> <ul style="list-style-type: none"> Summer and Follow-up New Teacher Induction Mentoring – BEST and Collegial Support U of L Induction Course – “NTI – Supporting the Beginning Teacher” National Board Certification Program 	July 26, 2016 – On-going