

EMERGING Leaders

New Leaders | JCPS 2019-20

The RAND Corporation recently cited
New Leaders as the principal
preparation program with the strongest
evidence of impact.

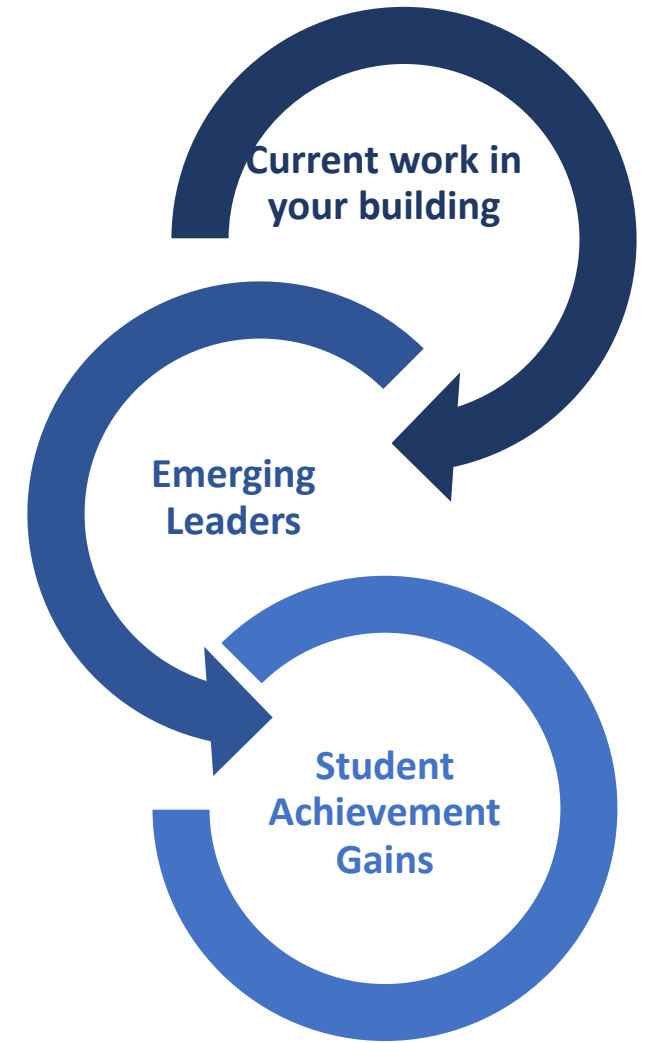
JCPS EMERGING LEADERS | 2019-20

50 candidates recommended

24 selected

The candidate experience

- Emerging Leaders is **integrated** into daily work—teaching the critical leadership skills needed to guide colleagues to instructional excellence and boost student achievement.
- Participants **practice** adult leadership skills through leading and developing a team of teachers.
- Practice, reflection, and feedback are a constant part of the improvement cycle – helping participants **learn, adapt, and change** leadership practices in real-time.



Performance Standards

Standard 1: Personal Leadership

- Identifying ways to help your teachers deal with change
- Reflecting on leadership actions
- Supporting teacher and student efficacy
- Examining your biases
- Ensuring that all students needs are supported
- Persist despite setbacks

Standard 2: Instructional Leadership

- Helping teachers develop lesson plans
- Reviewing assessments for alignment to standards
- Examining student work
- Creating corrective instruction action plans

Standard 3: Culture Leadership

- Being consistent with practices
- Follow-through on identified action steps
- Supporting teacher and student efficacy

Standard 4: Adult & Team Leadership

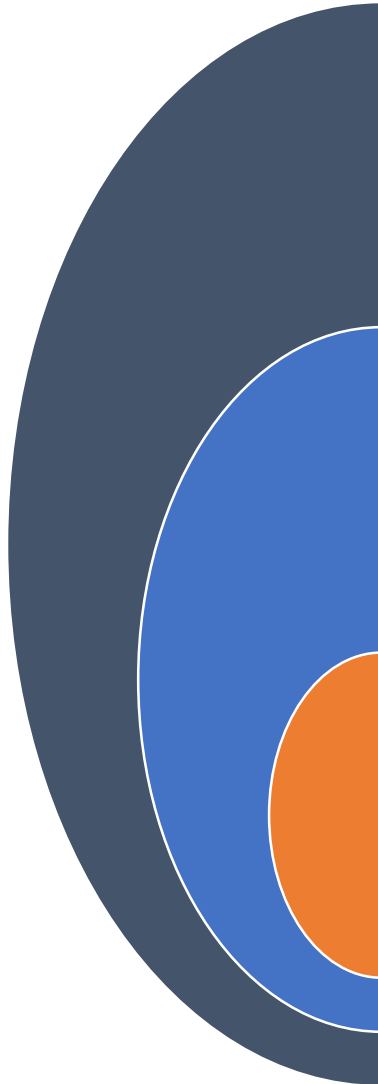
- Coaching teachers after an observation
- Creating a plan to transition key tasks
- Utilizing shared ownership
- Providing supports to develop your teachers
- Holding the team accountable

Standard 5: Operational Leadership

- Developing an action plan
- Diagnosing the practices of the team



Meeting Times



Web-based Tutorials

- Monthly or bi-monthly modules, aligned to session schedule, to introduce session concepts and prepare for the in-person session
- 90 minutes in length
- Viewed on participants' own time; however, must be completed in advance of the local session

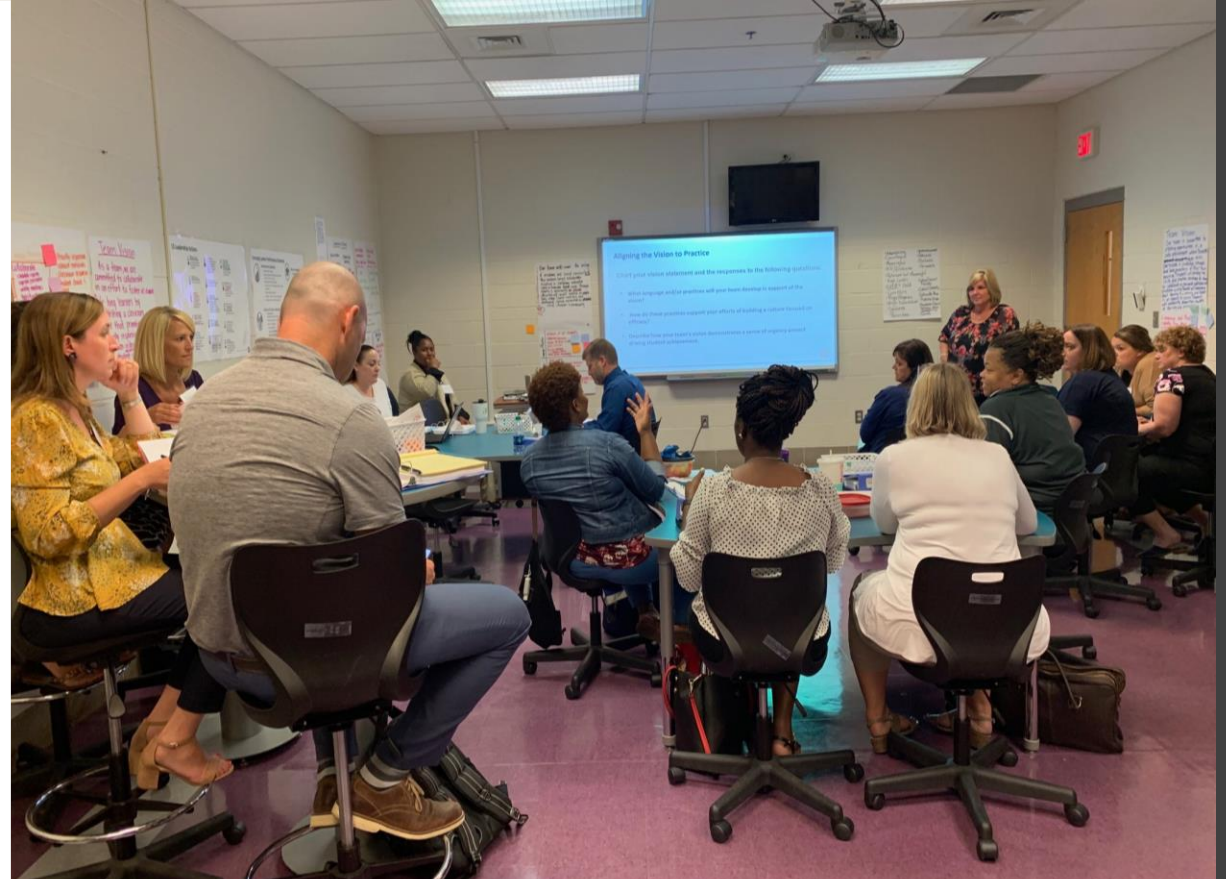
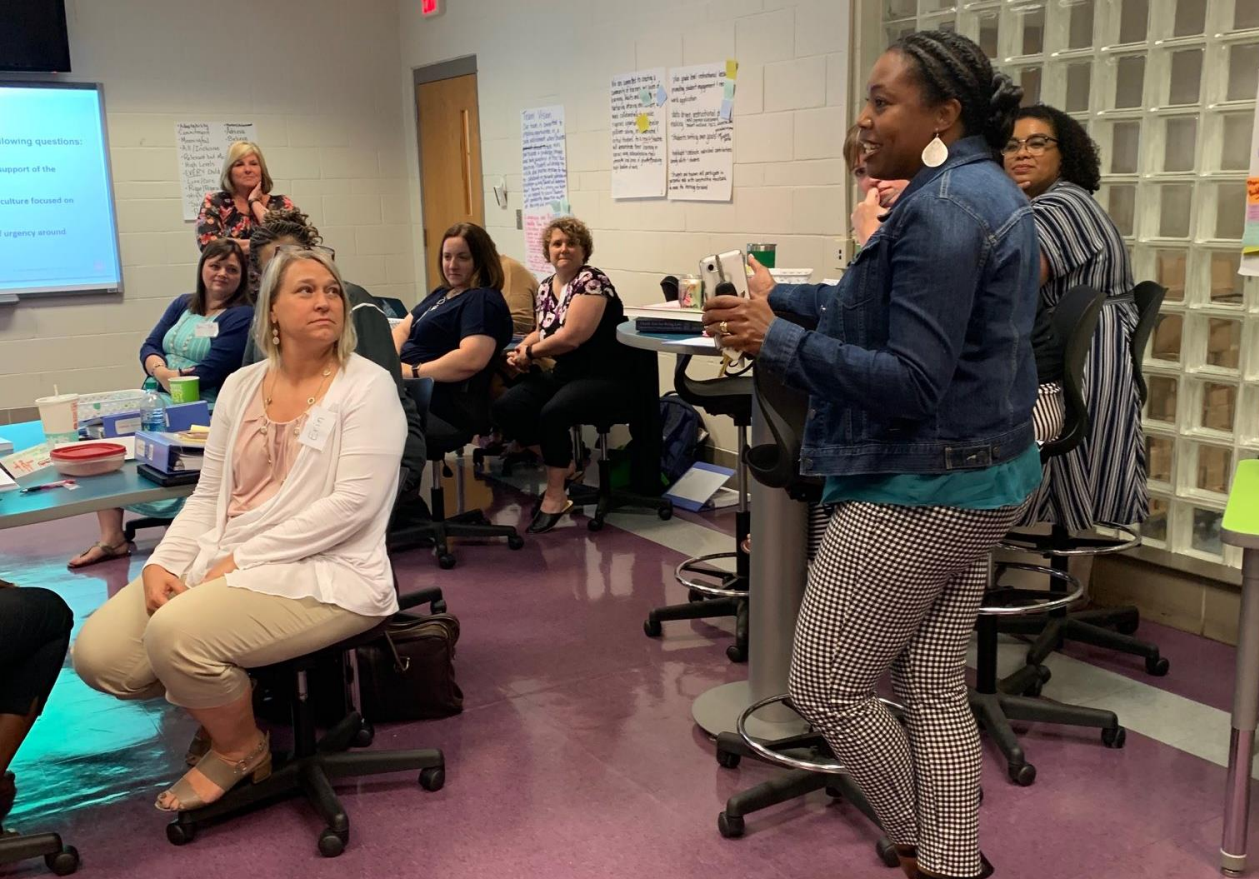
Local Sessions

- Monthly, 4 hour meetings to introduce, reinforce and practice content in an interactive, safe environment
- Session days and start/end times vary depending upon program city

Learning Meetings & Coaching Sessions

- Learning Meetings are formal feedback benchmarks, where participants reflect upon their progress to-date; criteria for preparation will be shared in advance of each meeting
- Each Emerging Leader will receive 10-12 hours of coaching
- Sessions will take place in-person, on the phone or virtually; we will hold a minimum of 2 in-person coaching meetings





And they're off!