



Audit Risk Management Advisory Committee (ARMAC)

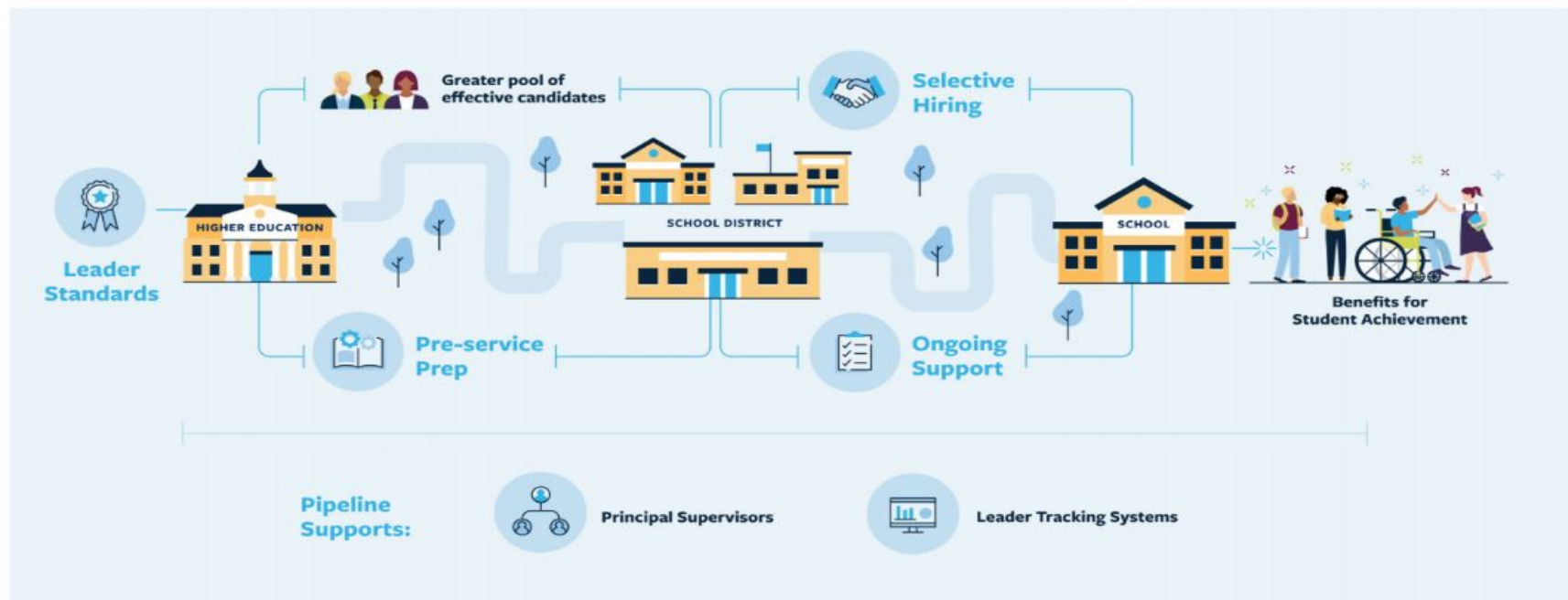
Leadership Development Update
May 20, 2020



ALL ROADS LEAD TO STUDENT ACHIEVEMENT

PRINCIPAL PIPELINES

A DISTRICT STRATEGY TO IMPROVE STUDENT ACHIEVEMENT



Leadership Development Update: Emerging Leaders and Aspiring Leaders

Emerging Leaders ([RAND Study](#))

- New Leaders Organization
- APs and Teacher Leaders with certification
- Monthly School visits by coach and program director, all members are PLC Leads in their school
- Monthly 4 hour sessions focused on Instructional Leadership

Principal Preparation Programs

- **Aspiring Leaders**
 - MOA with Spalding University- Program to be co-designed by JCPS/Spalding Staff
 - [District Design Team](#)
 - Validate-Revise-Scrap
 - Course/Lab Format, 1 year completion
 - Master's and Rank 1 Program
- **MOU with Louisville and WKU**

Leadership Development Update: Support for Sitting Assistant Principals and Principals

Monthly Principal/Assistant Principal Meetings

- Clear communication District-Principal-Assistant Principal
- Build instructional capacity of building leaders
- Equity Focused

Principal/AP PCC

- Address specific concerns for each group, communicate to responsible department to answer or resolve
- First meeting for Principals first semester, APs in January
- Dr. Pollio, Dr. Coleman and Robert Moore facilitate

Principal/AP Professional Learning Communities (PLC)

- Once a month for Principals
- Starts Next Month for APs

Leadership Development Update: Support for Sitting Assistant Principals and Principals

Principal Mentorship Program

- For principals with 0-2 years experience
- Matched with successful experienced principal
- 20 Hours of mentoring, monthly support around the 3 Pillars and 6 Systems

ES New Principal PLC

- Monthly support for first year principals

Middle School PPLC

- Instructional Rounds

Leadership Development: Wallace Partnership

RAND Study

6 Years, 6 Urban Districts

- Charlotte-Mecklenburg, NC
- Denver Public, CO
- Gwinnett County, GA
- Hillsborough County, FL
- New York City, NY
- Prince George County, MD

7 DOMAINS TO STUDENT SUCCESS

1. **Leader Standards**
2. **High-Quality Pre-Service Principal Preparation**
3. **Selective Hiring and Placement of Principals**
4. **On-the-Job Evaluation and Support**
5. **Principal Supervisors**
6. **Leader Tracking Systems**
7. **Systems and Sustainability**

GUIDED SELF STUDY

Team of Principals, HR, Assistant Superintendents, EAs, pre-service providers

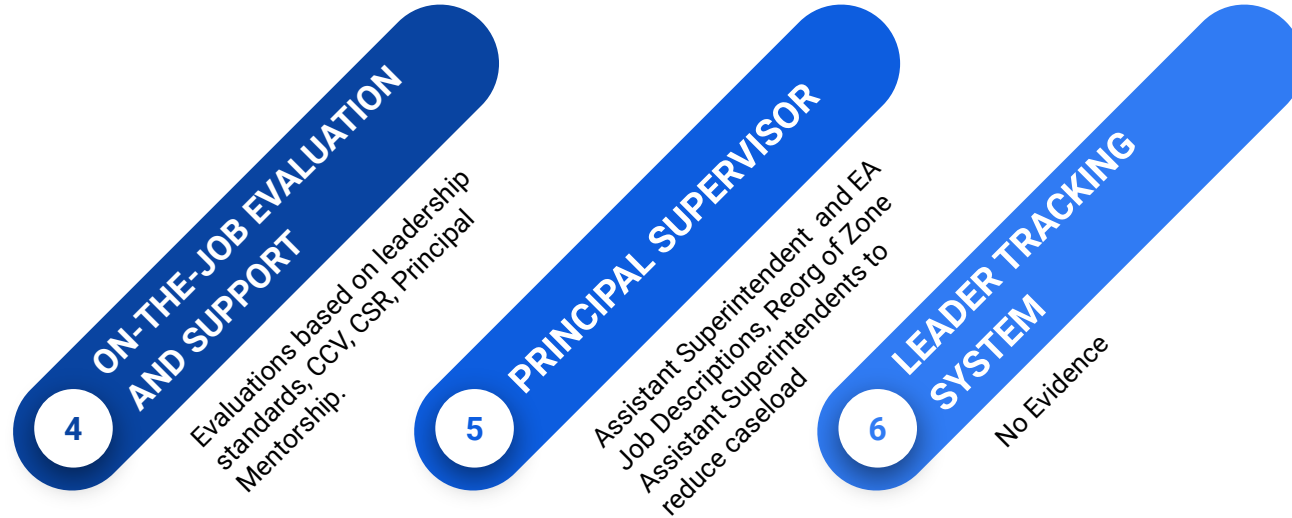
Overall Goals: **Right Principal/Right Building, Retain Quality Principals, and Increase Student Achievement**

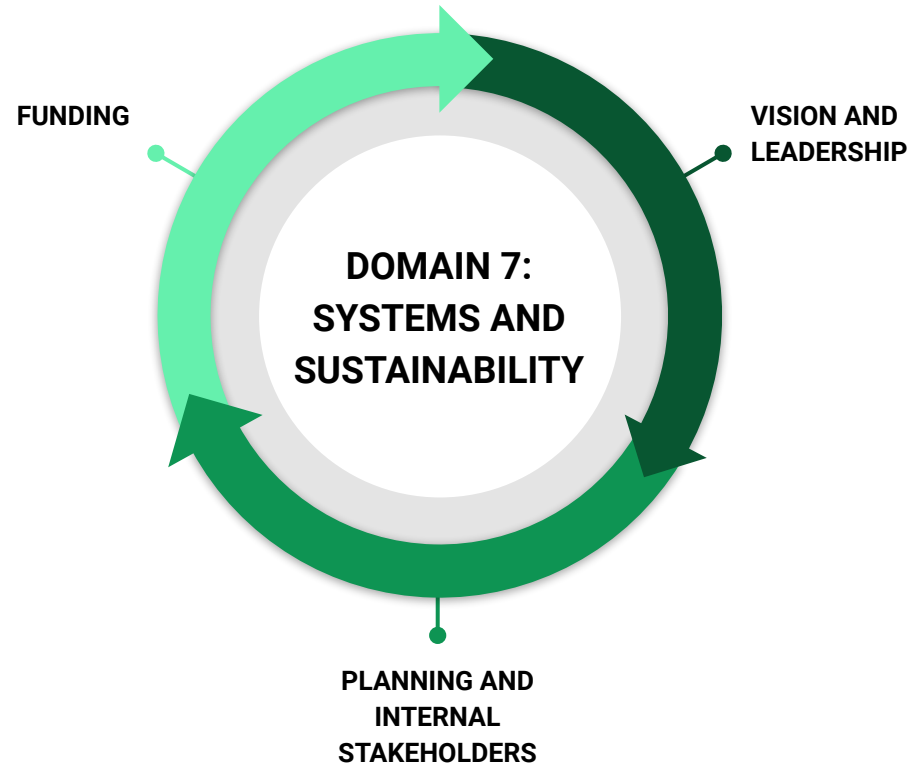
- Review/Analyze Domains (Pre-Read)
- Conduct District Self-Study
- Select 1 or 2 Domains that will leverage best results
- Work Plan for Each Domain
- Monitor Sustainability/Effectiveness (Domain 7)

DOMAINS 1-3



DOMAINS 4-6





Contact Information

Robert Moore, Supervisor Leadership Development

robert.moore4@jefferson.kyschools.us

Felicia Smith, Assistant Superintendent

felicia.smith2@jefferson.kyschools.us

Carmen Coleman, Chief Academic Officer

carmen.coleman@jefferson.kyschools.us