

## Enhancing School Building Leadership, October 19, 2016

Theory of Action (a "Straw Man" being considered by the Advisory Team):

If we . . .

- Agree that the paramount purpose of school building leaders is to improve the schools they lead,
- Affirm our commitment to preparing a corps of school leaders that is racially and ethnically diverse and ready for the job,
- Tune certification, professional development, supervision, & evaluation so they align to 2015 prof'l standards for leaders,
- Create a framework to fuel development of regionally-based leader academies composed of university, BOCES & districts,
- Ensure a leader candidate has a year-long, full-time, clinically-rich internship that is supervised by leader academies,
- Increase incentives for districts to actively support the nomination & successful preparation of school leader candidates,
- Pair internships with high-quality mentorship and peer support for candidates that continues after program completion,
- Make school leader certification contingent on demonstrating competencies during internship (DS & District Supt sign off),
- Provide more & better support for leader candidates from traditionally under-represented racial/ethnic/linguistic groups,
- Hold leader academies (university/BOCES/district partnerships) accountable using performance management tools,

Then . . .

- Teaching and learning improves because aspiring school leaders exit prep programs ready to succeed at improving schools