LOGIC MODEL FOR PRINCIPAL PREPARATION PROJECT

PROBLEM STATEMENT

Despite earnest effort, NYS has not yet achieved its mission "to ensure every student has equitable access to the highest quality educational opportunities, services, and support." When it comes to principal preparation, many are certified but not enough have what it takes to be effective in the job ("what is needed" includes ongoing support).

Resources (What do we invest?)	➡ Policy Levers - Activities (What do we do?)	\Rightarrow	Outputs $(What occurs immediately?)$	Outcomes (What are the goals?)
People Time Money Technology Partners Research Data and Information	Content: Ensure candidate learning expectations align to national standards	\Rightarrow	NY regs changed; principal prep/practice is now based on the <i>Prof'l Standards for Educ'l Leaders</i>	Improved principal competencies
	Content: Ensure prep program guidelines conform to national standards	\Rightarrow	NY regs changed; programs <u>will re-register</u> once adapted to <i>Nat'l Educ'I Leadership Prep Standards</i>	Improved staff and school performance
	Content: Ensure expectations for principal supervisors align to national standards	\Rightarrow	Principal supervisor standards <u>will be</u> adjusted to conform to <i>Model Principal Supervisor Standards</i>	Improved student success
	Recruitment: Select/place candidates from historically-under-represented populations	\Rightarrow	Districts/universities <u>will set</u> goals to recruit historically-under-represented populations	
	Programming: Strengthen collaboration between P12 and Higher education.	\Rightarrow	Per ESSA plan, Title IIA \$s aid P20 partnerships to benefit P12-HE productivity & interdependency	
	Residency: Improve internship runway so aspiring principals can demonstrate their readiness for certification by successfully taking the knowledge and skill acquired in prep program and applying them in a P12 setting to address a real problem of practice	⇒	Internships <u>will become</u> full-time and year-long. Candidates will identify a problem of practice and will lead intervention to improve outcomes	
	Assessment: Alter how certification readiness is judged; in lieu of exam see if candidates can lead change in P12 setting and under rea conditions in a way that yields improvement	⁄	Certification <u>will become</u> competency based	
	On-the-job support: For existing principals, enhance access to coaching and mentoring and "just-in-time" professional development	÷	High-quality mentoring and coaching <u>will become</u> available to principals for the first 3 years on the job; as well, they will have access to micro- credentials that enable them to acquire specialized knowledge and skill in particular areas of interest, e.g., CTE, turnaround, etc.	February 20, 2018