



# Governor's Academy for School Leadership



Welcome

# Presenters

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**Thank you for muting  
your device.**

# Webinar Agenda

- Background of Tennessee principal data
- GASL program overview
- Curriculum modules and academy training
- Internship experience
- Nomination and selection
- Other program logistics
- Questions

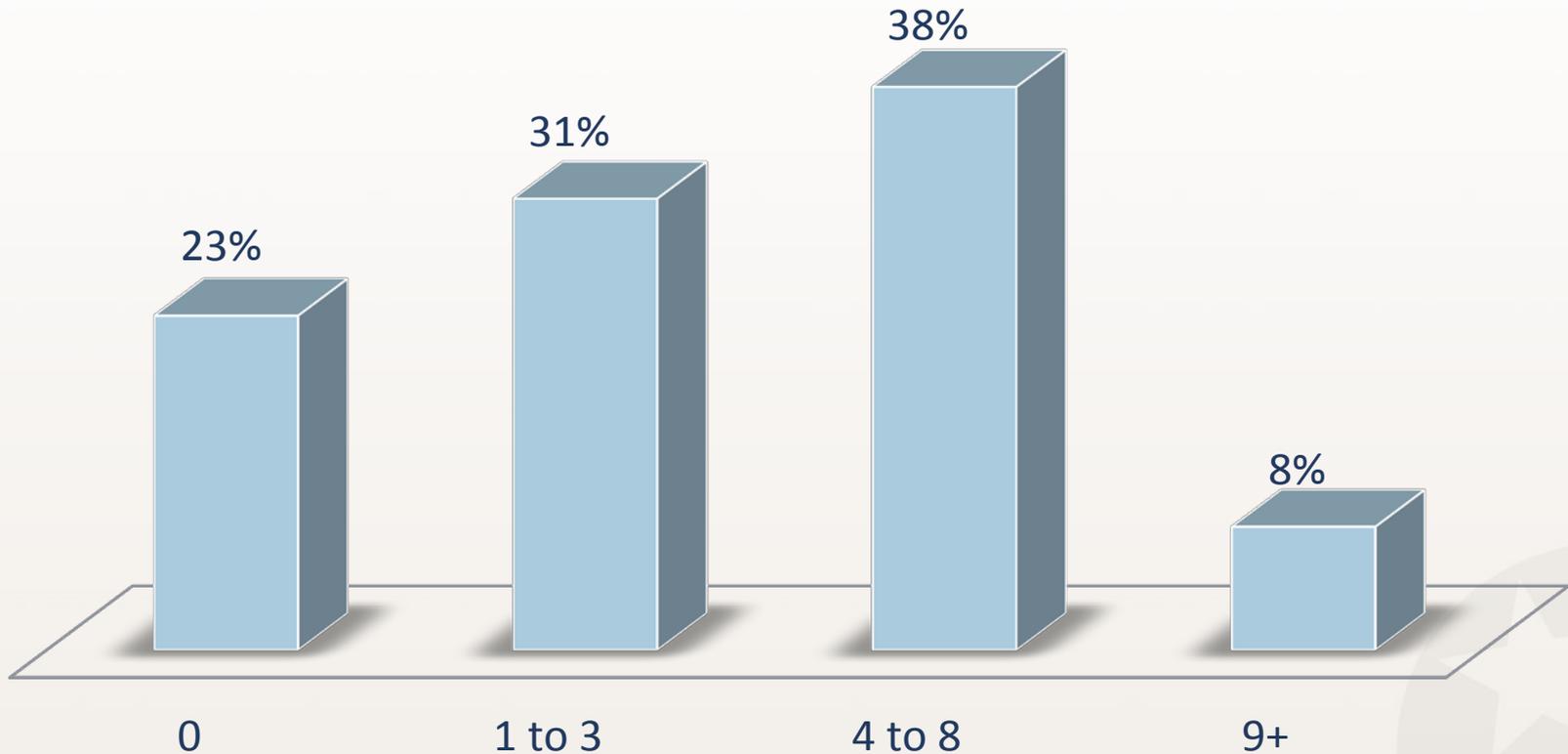


# Background of TN Principal Data

# The Distribution of Principal Characteristics in Tennessee

# Experience as a principal

## Years completed as a principal



## Experience as a principal by other characteristics

Principals tend to have less experience in middle and high schools

	Principals in first year	Principals completing <3 years
Elementary	20%	48%
Middle	23%	60%
High	27%	59%

Principals tend to have less experience in rural areas and smaller towns

	Principals in first year	Principals completing <3 years
City	18%	50%
Suburb	21%	45%
Town	25%	56%
Rural	25%	56%

# Regional differences in principal experience

Do see evidence of regional differences

	Principals in first year	Principals completing <3 years
East Tennessee	20%	54%
First Tennessee	20%	47%
Mid Cumberland	24%	48%
Northwest	27%	53%
<b>South Central</b>	<b>28%</b>	<b>66%</b>
Southeast	22%	54%
Southwest/Memphis-Shelby	19%	55%
<b>Upper Cumberland</b>	<b>28%</b>	<b>61%</b>

Do not see clear patterns by school free/reduced lunch or TVAAS scores

## Pathways into the principalship

For principals new to the principal job in 2013, the job they held in 2012 was:

- Assistant principal 68% (similar by urbanicity)
  - Teacher 16%
  - Other (e.g., guidance, library) 16%
- 
- 94% were promoted from within the same district
  - 55% from within the same school
  - 58% of APs promoted into principal jobs completed 3 years or fewer as an AP





# Governor's Academy for School Leadership Program Overview

# Mission

The mission of the program is to prepare a cohort of transformational school leaders who will improve school effectiveness/performance and unlock educational opportunities for all students.

# General Overview

- Partnership between the Governor's office, Department of Education, Vanderbilt University Peabody College, and local school district
- Tennessee assistant principals as fellows (20-25)
- One-year fellowship (January – December)
- Weekend academy and weekly internship

# Program Benefits for Fellows

- Specifically designed training to support competency as a transformational school leader
- Ongoing mentorship by highly effective principal and regional coach
- Connection with network of school leaders across TN
- Job-embedded professional growth aligned with TILS
- Weekly internship in mentor's school (3 days per month)
- Licensure advancement option
- Certificate from Vanderbilt University
- Stipend to help support out-of-pocket costs

# Program Benefits for Mentors and the District

- Increase leader capacity within the district
- Connection with network of school leaders across TN
- Job-embedded professional growth aligned with TILS
- High-quality coach training from Vanderbilt University
- Mentor stipend to help support time and travel



# Curriculum modules and training academy

# Development

- Input from directors of schools in TN
- Institutes of higher education
- Tennessee Department of Education
- Tennessee Instructional Leadership Standards (TILS)

# Strands

- Visionary Leadership
- Instructional Leadership
- Collaborative Leadership

# Modules

- Instructional Leadership for School Improvement (Dr. Joe Murphy)
- Instructional Leadership for Curriculum Design and Delivery (Dr. Heather Jo Johnson)
- Instructional Leadership for data analysis, use, and planning (Dr. David Laird)
- Leadership coaching and conflict management (Dr. Mark Cannon)
- Collaborative leadership within the school (Dr. Marcy Singer-Gabella)
- Leadership for external school culture and community (Dr. Erin Henrick)
- Instructional leadership in learning diversity and culture (Dr. Kim Paulsen)

# Academy Curriculum

- Practitioner voices will be present in all modules
- Current practitioners (state and district level leaders, school administrators, and k-12 teachers) will participate and support weekend academy training sessions



**Internship experience**

# GASL Internship: Fellowship

- Fellows complete year-long internship with mentor and regional coach
- 3 days per month in mentor's school
  - Scheduled at convenience of district, fellow, mentor and principal
  - Must be at least three days per each month
  - This does NOT include time for travel to Vanderbilt (this is the fourth day if needed)
- 5-6 coaching conversations with regional coach

# Internship Learning Plan (ILP)

- Internship Learning Plan (ILP) co-created by fellow and mentor with input from principal and regional coach will drive the internship experience
- ILP will outline activities and experiences to support individual strengths and growth areas
- A list of activities and experiences will be provided as suggestions only
- Limited job-embedded assignments from academy training will support internship ideas (i.e. readings, job-embedded projects, data surveys, etc.)

# GASL Internship: Fellows

- Maintain a general log of experiences and learning
- Complete a self-evaluation and final survey
- There is no planned overall final project; however, fellows will be asked to share their learning experiences

# GASL Internship: Mentors

- Are practicing school principals
- Host the fellow in their school 3 days per month
- Are preferably from the same district as the fellow (although this is not required)
- Mentor training will take place during the first academy weekend (January 22-23, 2016) and also two days during the summer institute (June 13-17, 2016)
- Mentors are NOT expected to attend weekend academy training sessions



# Nomination and selection

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- Nomination window is currently open until Oct. 30, 2015
- Directors or designee must nominate ([online form](#))
- Fellow and mentor are nominated as a pair
- Submit a district letter of commitment ([template provided here](#))

# Process

- Nominations will be reviewed by a GASL selection committee made up of representatives from the Governor's office, Vanderbilt, and the department
- Selected nominees from each region will be invited to complete a detailed application
- Final selections by the committee will be based on application criteria such as evaluation scores, writing samples, interview, district need, and balance across statewide regions
- Between 20-25 fellows will be selected for the first cohort



Other program  
logistics

# Timeline and Calendar

- Oct. 1-30, 2015: Nominations accepted
- Oct. 21, 2015: Program informational webinar (10 am CST)
- Nov. 2-27, 2015: Application and final selection window
- Dec. 1-11, 2015: Selected fellows and mentors notified
- Jan. 22-23, 2016: First academy training session

# Academy Logistics

- Academy training will take place at Vanderbilt University
- One-weekend per month (Jan. 2016 – Dec. 2016)
- Friday evening and Saturday weekend sessions
  - Fridays: 4:00 p.m. – 8:30 p.m. CST
  - Saturdays: 8:30 a.m. – 4:30 p.m. CST
- Light snacks provided on Fridays
- Light snacks and lunch provided on Saturdays
- Summer Institute: June 13-17, 2016 (Monday – Friday)

# 2016 Academy Training Dates

January 22-23\*

February 19-20

March 18-19

April 22-23

May 20-21

June 13-17\*\*

July 22-23

August 26-27

September 23-24

October 21-22

November 11-12

December 16-17

\*Fellows and mentors

\*\*Summer Institute (Monday – Friday)

# Anticipated Challenges and Opportunities

- Support for the fellow's home school principal → Potential for teacher leaders and others to fill vacancy
- Daily circumstances which may challenge scheduled internship days → Increased collaboration and partnering between the fellow's home and host schools
- Regular communication between the director, principal, fellow, and mentor → Opportunity to have shared input and coaching around leadership growth potential within the district



Questions?

# Thank you!

Additional program information is available at the department's website. From the homepage, follow the "*Leader Resources*" link, or visit:

<https://www.tn.gov/education/topic/governors-leadership-fellows-program>

Please direct any additional questions to [Hank.Staggs@TN.gov](mailto:Hank.Staggs@TN.gov).