



# Governor's Academy for School Leadership

# Welcome and Introductions

Dr. Susan Burns

GASL Program Coordinator,  
Vanderbilt University, Peabody College

Dr. Paul Fleming

Assistant Commissioner, Teachers and Leaders  
Tennessee Department of Education

Dr. Hank Staggs

GASL Program Director,  
Tennessee Department of Education



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**Thank you for muting  
your device.**

# Agenda

- GASL program overview
- Curriculum modules and academy training
- Internship experience
- Selection process
- Program logistics
- Questions





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# GASL Program Overview

# GASL Partnership



*Local  
District*



*Governor's  
Office*



*Vanderbilt  
University*



*Department of  
Education*

# Mission

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

# Why GASL?

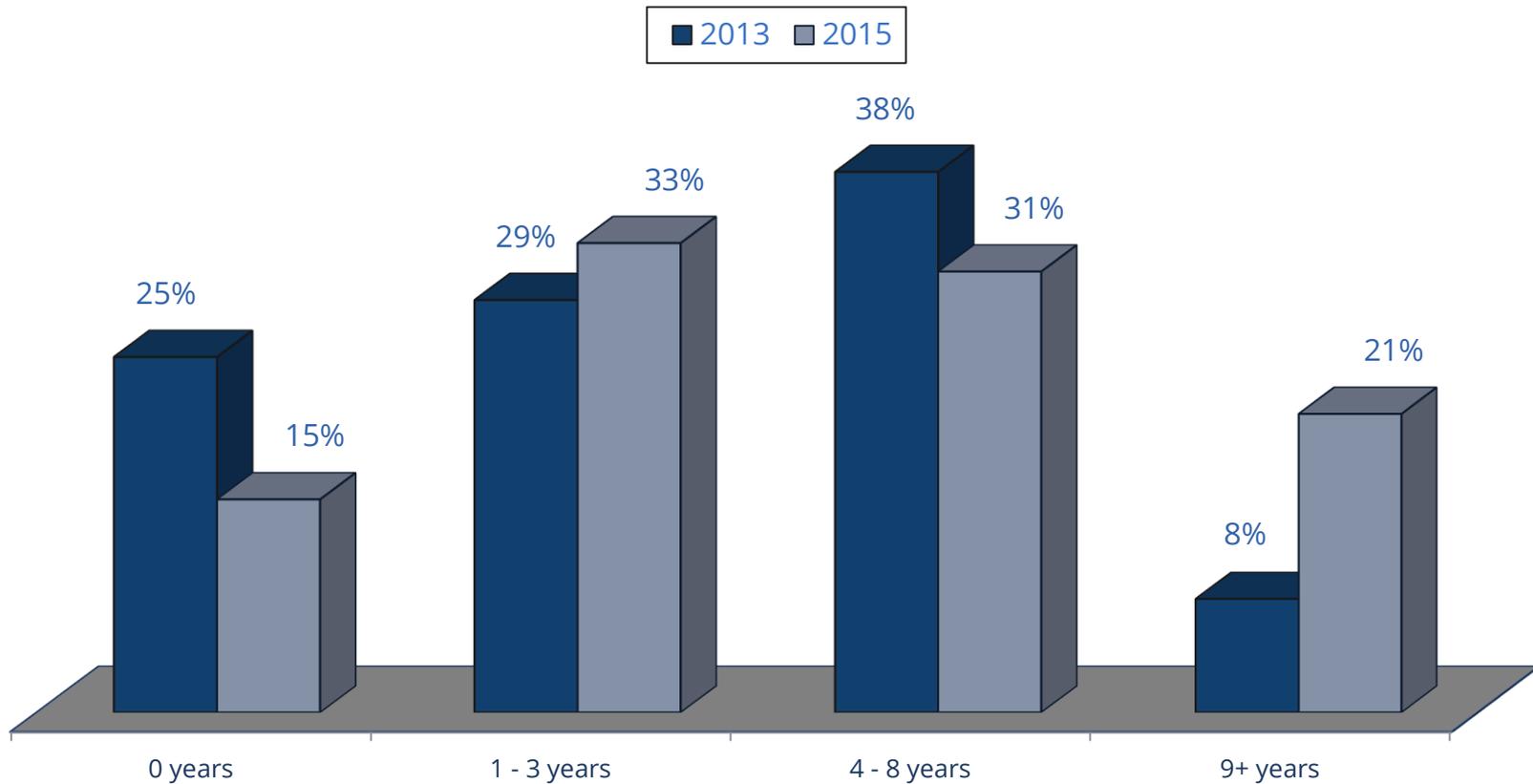
- Gov. Haslam's vision
- Data on Tennessee principal experience
- 94% of districts likely to participate in statewide cohort-based aspiring principals academy (2013 survey)



# The Distribution of Principal Characteristics in Tennessee

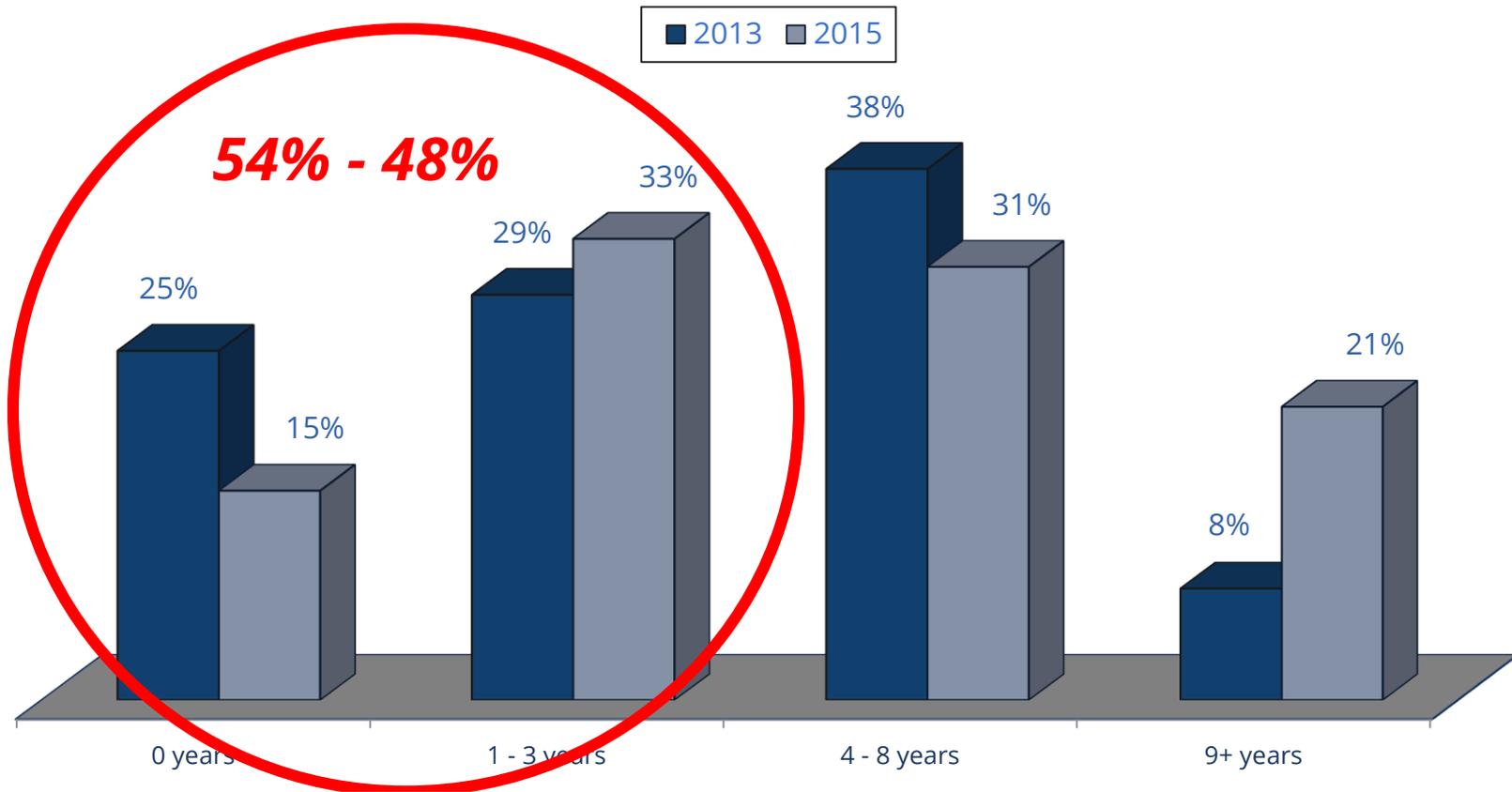
# Why GASL?

Years completed as a principal



# Why GASL?

Years completed as a principal



# Why GASL? Principal path in Tennessee

## TN Principals 2015

**88%**

From within the  
same district

**70%**

Promoted from  
assistant principal

**41%**

Completed 3 years  
or fewer as an AP  
(60% in 2013)

**35%**

From within the  
same school  
(55% in 2013)

# Principal turnover in TN, 2014

1,578 schools could identify principal in 2014

In addition to this 236, data suggest that TN gained 33 new schools in 2015, for a total of **269** vacancies

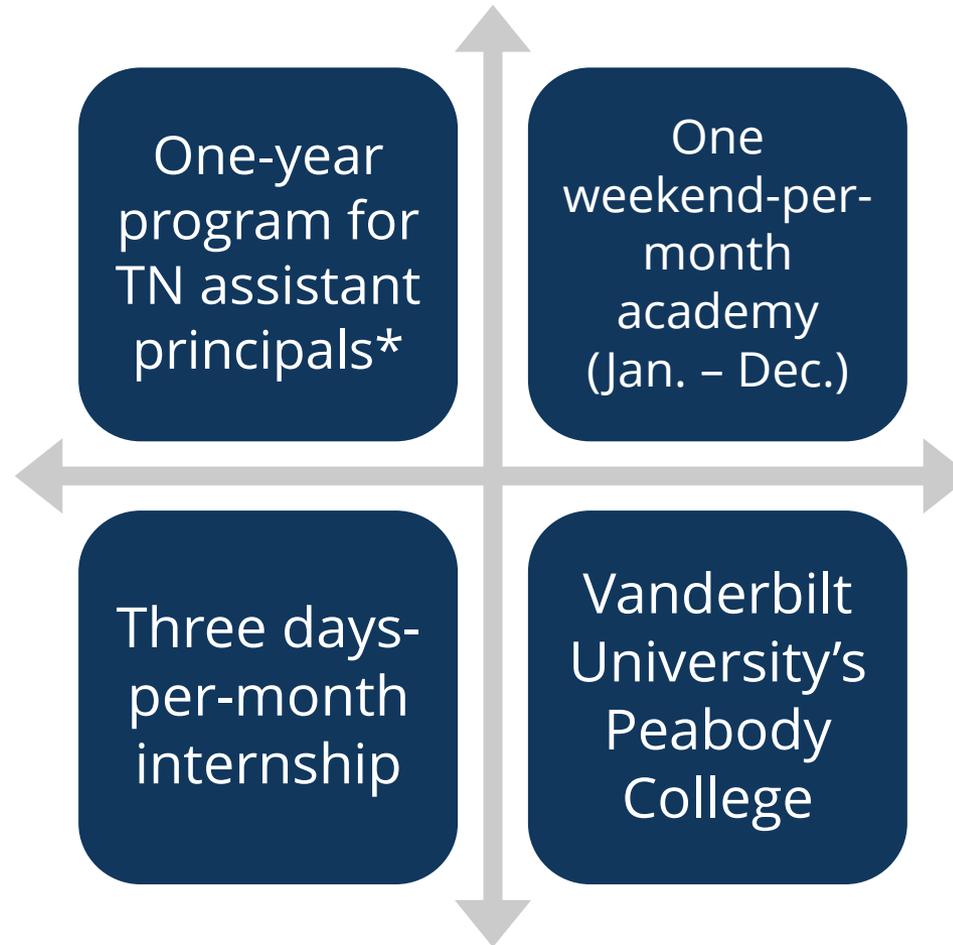
1,342: continuing principal in 2015 (85%)

236: different principal in 2015 (15%)

69 moved to new principal job (4%)

167 no longer a principal in 2015 (11%)

# GASL Overview



\*Preferably within first three years as an AP

# Program Benefits for Fellows

- Specifically designed training to support competency as a transformational school leader
- Ongoing mentorship by highly effective principal and support from home principal
- Connection with network of school leaders across TN
- Job-embedded professional growth aligned with TILS
- Regular internship in mentor's school (3 days per month)
- Licensure advancement option
- Certificate from Vanderbilt University
- Travel allowance to help support a portion of out-of-pocket costs (fellows will be responsible for approximately 65% of their own travel expenses)

# Program Benefits for District, Mentor, and Home principal

- Increase leader capacity within the district
- Opportunity for fellow, mentor, and home principal to be coached by experienced educators trained in coaching
- Connection with network of school leaders across TN
- Job-embedded professional growth aligned with TILS
- High-quality coach training from Vanderbilt University for mentors
- Travel allowance to help support mentor's travel



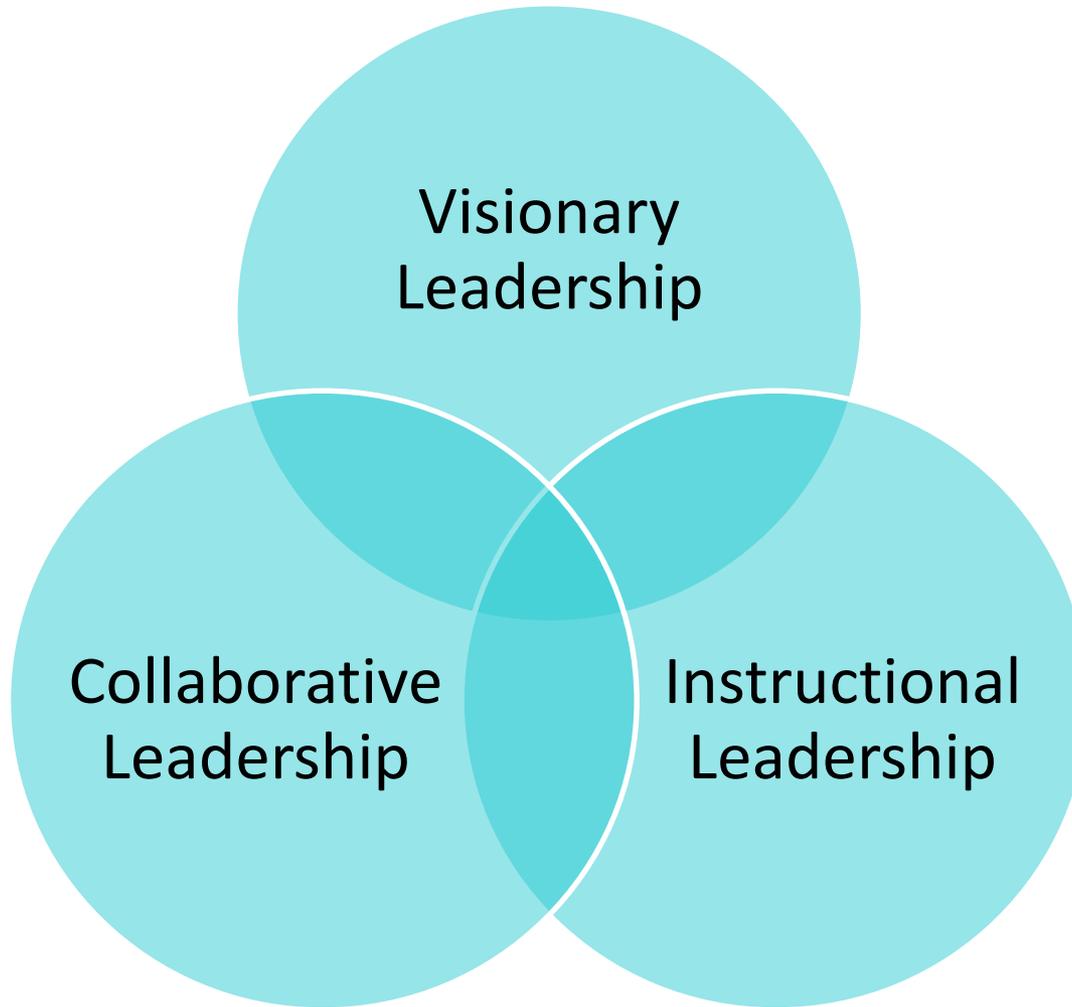
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# Curriculum modules and training academy

# GASL Curriculum Development

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

# Curriculum Strands



# Modules (2016 Peabody Faculty)

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)



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**Internship experience**

# GASL Internship

- Fellows complete year-long internship uniquely designed in collaboration with mentor and home principal to meet individual need
- 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)
- Option to be coached regularly by a trained coach

# Internship Learning Plan (ILP)

- The first half of internship will be exploratory and the second half will be implementation
- Internship Learning Plan (ILP) co-created by fellow, mentor, and home principal 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 survey
- Fellows will be asked to share their learning experiences throughout the program and through a culminating activity

# GASL Internship: Mentors

- Practicing school principals
- Host the fellow in their school three days per month
- Preferably from the same district as the fellow (although this is not required)
- Mentor training will take place during the first academy weekend in January and also two days during the summer institute in June.
- Mentors and home principals are NOT expected to attend weekend academy training sessions.



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# Nomination and selection

# Nomination Process

Directors or designee must nominate [online](#)

Fellow & mentor are nominated as a pair

Submit district [letter of commitment](#)

Nomination window is open until Sept. 23



# Selection Process

Nominees who meet the required GASL qualifications will be invited to complete a detailed application.



Applications will be reviewed by a GASL selection committee made up of representatives from the Governor's office, Vanderbilt University, and the department.



Selected fellow and mentor applicants from each region will be invited to an in-person interview. Home principals may be asked to participate in a phone interview.

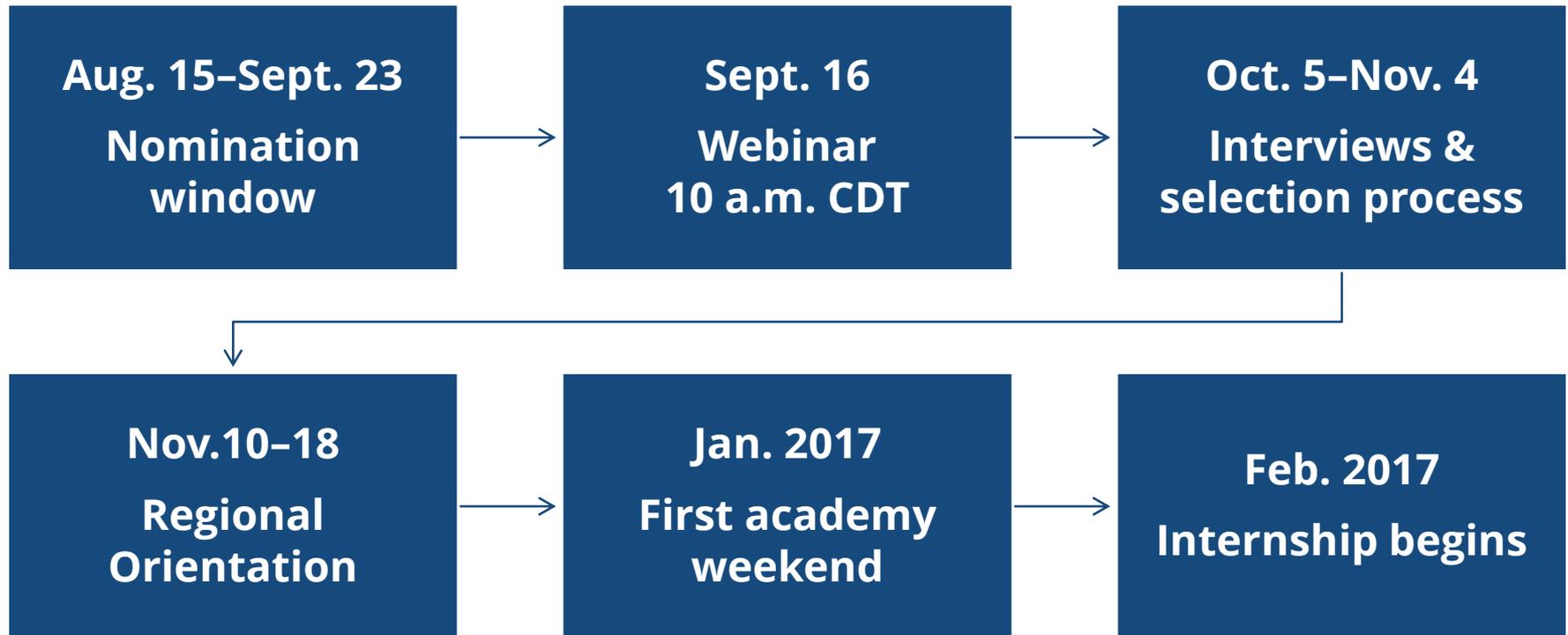


Final selections by the committee will be based on application criteria including evaluation scores, writing samples, interview, district need, and balance across statewide regions.



Between 20-25 fellows will be selected.

# 2017 Cohort Timeline





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Other program  
logistics

# Academy Logistics

- Academy training will take place at Vanderbilt University
- One-weekend per month (Jan. – Dec.)
- Friday evening and Saturday weekend sessions
  - Fridays: 4:00 p.m. – 8:30 p.m. CT
  - Saturdays: 8:00 a.m. – 4:00 p.m. CT
- Light snacks provided on Fridays
- Light snacks and lunch provided on Saturdays
- Summer Institute: June 12-16, 2017 (Monday – Friday)

# 2017 Academy Training Dates

January 20-21\*

February 17-18

March 17-18

April 21-22

May 19-20

June 12-16\*\*

July 21-22

August 25-26

September 22-23

October 20-21

November 10-11

December 15-16

\*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, home principal, fellow, and mentor → Opportunity to have shared input and coaching around leadership growth potential within the district

# Questions

- Additional program information is available at the department's website under "Leader Resources"
- Contact:  
[Hank.Staggs@TN.gov](mailto:Hank.Staggs@TN.gov)





*Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.*

**Excellence | Optimism | Judgment | Courage | Teamwork**