



Overview

- Purpose of PPEERS
- PPEERS program features
- PPEERS benefits and commitments
- Opportunities for collaboration?
- Q&A



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SREB | Southern Regional
Education Board



Why PPEERS?

- Rural districts **struggle to recruit and retain effective principals, especially for high-needs schools** (Pjanowski, Hewitt, & Brady, 2009)
- Rural schools receive **significantly fewer applications** for principals (Pjanowski, Hewitt, & Brady, 2009)
- Challenges rural districts face recruiting and retaining principals are **expected to grow more acute** in coming decades (Cruzeiro & Boon, 2009)
- **“Growing your own”** is the best solution for rural districts (Wood, Find, & Mirecki, 2013)



Preparation Program Comparison



Program

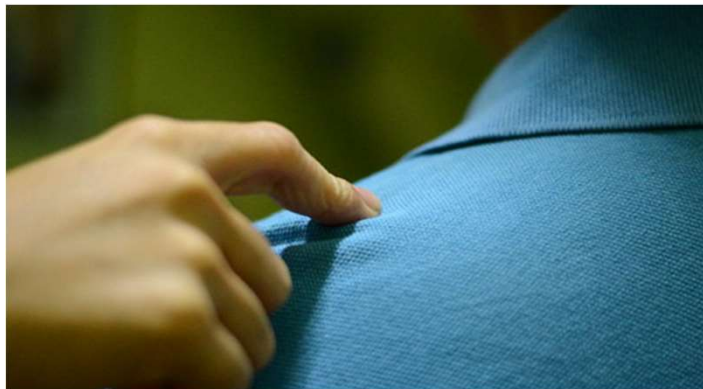
Traditional Prep Program

Deep partnership	Little/no interaction with LEAs
intentional, robust recruitment	little to no recruitment
two-stage, rigorous selection process with performance-based assessment	minimal standards for acceptance
42 credit hours (12 internship credits)	42 credit hours (12 internship)
strong, tight cohort	loose “cohort” model
enrichment : boot camp, performance learning days, study tours, Saturday seminars, Summer Institute, Journey of Self Discovery, professional conference, etc.	no enrichment
full-time, 10-month internship	PT internship/FT teachers
strong connection to practice (instructors, assignments, internship seminars, etc.)	some connection to practice
place-based learning; rural focus	some connection to context
triad of support	support from faculty as needed
ongoing relationship	minimal/no follow-up



Robust Recruitment

Key strategy: Leaders tapping potential leaders



Robust Recruitment

Wide dissemination of brochure:

<https://drive.google.com/file/d/0B032b-hTwr3DVzNIMGI2cUxhd2c/view>

EDUCATIONAL LEADERSHIP AND CULTURAL FOUNDATIONS (ELC) 2017 - 2018

The University of North Carolina at Greensboro
Principal Preparation for Excellence and Equity in Rural Schools (PPEERS)

UNCG PPEERS Recruiting

UNCG is recruiting 20 highly committed instructional leaders who are passionate about rural schools to participate in a fully-funded intensive 42-credit hour Master of School Administration Eighteen-Month Degree Program.

PPEERS will provide full-tuition coverage both years and salary replacement during the second year for the 10-month, full-time internship at the entry level state assistant principal salary rate.

Application Process (3 Stages Outlined Below)

District Application Materials:

- 1) Current resume & three letters of support.
- 2) Personal statement that reflects commitment to education, instructional leadership and data use, and being an equity-oriented change agent; and
- 3) Video-recorded performance component or interview with District Selection Panel

UNCG Application Materials:

- 1) Formal Application to the UNCG Graduate School, which requires: 1) transcripts; 2) three recommendations; 3) current resume and 4) a written essay in response to a prompt.
- 2) Interview with a panel of faculty

Rural School District Partners

Caswell County	Chatham County	Davidson County
Lexington City	Person County	Montgomery City
Stanley County	Lee County	Rockingham City
Surry County	Randolph City	

Program Highlights:

- » Cohort Experience – A group sharing a significant experience
- » Rigorous Coursework January 2017 - August 2018 – 10 Courses & Internship
- » Practicum Experience with Case Study School – Spring 2017 integrated with coursework
- » Leadership Development – “A Journey of Self-Discovery” using assessments to understand your leadership style
- » Special Topic Seminars – A “deep dive” into topics key to the success of principals in high needs rural schools
- » Enrichment Experiences – Two study tours to highly effective innovative high needs schools
- » Leadership Coaching during 10-month internship experience – Providing feedback and serving as a Critical Friend
- » Full-time Paid Yearlong Clinical Internship Experience – An authentic, site-based learning application experience

Completion of program leads to NC Level I Principal License

Program participation requires commitment of 4 years of service to district.

UNCG

STAGE 1
Attend District Panel Person Meeting
Submit Application to District Panel Person by November 20, 2016
District Selection Complete and Candidate Notification by December 3, 2016

STAGE 2
Selected Candidates Submit Application for admission to UNCG by December 9, 2016
Candidates participate in UNCG Interview Dec. 12 - 14, 2016
UNCG Admission Complete

STAGE 3
PPEERS Candidates complete UNCG Contract
PPEERS Candidates & District Panel Person attend orientations @ UNCG December 20, 2016

Robust Recruitment

PPEERS website

<https://sites.google.com/uncg.edu/ppeers>

PPEERS Home Program Highlights PPEERS Program Components Recruitment Integrated Learning Model Rural School District Partners Practicum Case Study Schools More

EDUCATIONAL LEADERSHIP AND CULTURAL FOUNDATIONS (ELC) 2017 - 2019

The University of North Carolina at Greensboro
Principal Preparation for Excellence and Equity in Rural Schools (PPEERS)

Robust Recruitment

Press coverage:

<http://bit.ly/2kJxXX4>

Press release:

<http://bit.ly/2kiLmHf>

UNCG awarded \$1.8 million to train future rural school principals

November 8, 2016 by Campus Weekly Staff

UNCG has been awarded a \$1.8 million principal preparation grant to train 20 principals in 11 rural North Carolina school districts.

"UNCG is thrilled to partner with area districts to prepare the next generation of outstanding rural school leaders," said Dr. Kimberly Kappler Hewitt, the grant's principal investigator. "The collaborative partnership between UNCG, the districts, and the Southern Regional Education Board will prepare 20 of the best and brightest to lead high need rural schools in our region."

The university's Department of Educational Leadership and Cultural Foundations, housed in its School of Education, received the grant from the NC Alliance for School Leadership Development to fund the two-year Principal Preparation for Excellence and Equity in Rural Schools (PPEERS) program.

The program involves 11 rural districts in North Carolina that struggle to find and keep effective principals for high-needs schools. PPEERS will prepare and license 20 principals over a two-year period.

Program participants will spend the first year working through rigorous coursework and a site-based practicum. During the second year, they will complete a 10-month internship with a mentor principal at a high-needs school.

The PPEERS program will cultivate skills that are key for principals in high-needs schools, including instructional leadership, distributive leadership, talent management and change leadership.

Beginning in the 2017-18 academic year, funds from the grant will be used to provide PPEERS participants with full tuition to the Master of School Administration degree program, as well as salary replacement during the full-time internship.

The grant team is led by Dr. Kimberly Kappler Hewitt, Dr. Ann Davis, Dr. Carl Lashley and Dr. Brian Clarida.

Educators in Caswell, Chatham, Davidson, Person, Montgomery, Stanley, Randolph, Rockingham, Surry and Lee counties, as well as the City of Lexington, may apply. For more information contact Kim Kappler Hewitt at kkhewitt@uncg.edu or 336-430-2360.



Robust Recruitment

Information sessions: https://docs.google.com/presentation/d/1gjuxoEIF_05xS-I_ZQmwaEFyyjuqmQr_kKiqFYVpCI/edit?usp=sharing



"It was very helpful to have a Team member facilitate the dissemination of the information to attendees."
(District Point Person)



"Dr. Hewitt conducted our information session and did a great job. She was enthusiastic about the opportunity but also ensured candidates understood the program would be challenging and ambitious."
(District Point Person)



Robust Recruitment



Word of Mouth



Email blasts

Superintendent
Endorsement



Rigorous Selection

Phase I: District Selection

<https://drive.google.com/file/d/0B032b-hTwr3DZ1p6bkhMMW14bG8/view>

Using selection rubric, District Selection Committee reviewed PPEERS Candidates' application materials:

1. Application
2. Resume
3. Three letters of support;
4. Personal statement that reflects commitment to education;
5. Video-recorded performance component (e.g., candidate engaging in an authentic leadership activity in her/his school or responding to a leadership scenario or case study selected from the *Journal of Cases in Educational Leadership*) OR interview
6. Those scoring highest on rubric moved to Stage 2.



Rigorous Selection

Phase II: UNCG Selection

- Application
- Resume
- Recommendation letters
- Personal Statement
- Essay
- Interview evening



Rigorous Selection

Phase II: UNCG Selection: Interview Day*

Leaderless Group Activity



designed by freepik.com



*Inspiration and ideas for Interview Day came from Bonnie Fusarelli of the Northeastern Leadership Academy of NC State.

Rigorous Selection

Phase II: UNCG Selection:
Interview Day



**Teacher Observation
Conversation Activity**



Rigorous Selection

Phase II: UNCG Selection:
Interview Day



Panel Interview



Rigorous Selection

Phase II: UNCG Selection:
Interview Day

Data Analysis Activity

Denning County Schools																
Lee High School																
	American Indian		Asian		Hispanic		Black		White		Two or More		Pacific Islander		Totals	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
1 School Enrollment by Subgroup	3	1	9	19	74	71	33	27	504	518	13	16	0	0	1288	
2 % of School Enrollment by Subgroup	0.2%	0.1%	0.7%	1.5%	5.7%	5.5%	2.6%	2.1%	39.1%	40.2%	1.0%	1.2%	0.0%	0.0%		
3 Enrollment in Advanced Courses by Subgroup*	0	0	2	4	2	5	1	2	66	72	1	2	0	0	157	
4 % of Enrollment in Advanced Courses by Subgroup	0.0%	0.0%	1.3%	2.5%	1.3%	3.2%	0.6%	1.3%	42.0%	45.9%	0.6%	1.3%	0.0%	0.0%		
5 Difference between % Enrollment in Advanced Coursework by Subgroup and % School enrollment and	-0.2%	-0.1%	0.6%	1.1%	-4.5%	-2.3%	-1.9%	-0.8%	2.9%	5.6%	-0.4%	0.0%	0.0%	0.0%		

* Advanced courses include honors and Advanced Placement Courses

Final selections made consensually by district leaders and PPEERS director.



July 31 – August 3, 2018



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INTENS





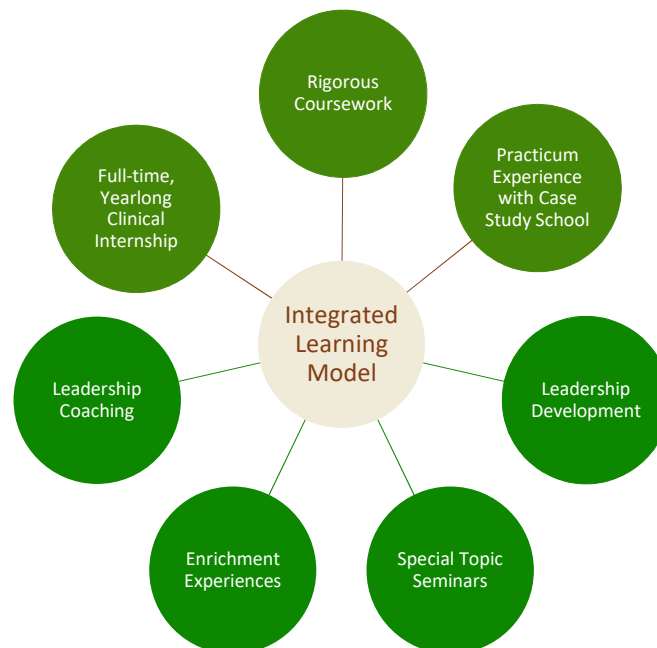
“ My leadership coach “was a wonderful resource throughout my internship experience. She offered a breadth of real world experience and practical, in-action feedback that really helped me to grow.” ”

“This has been an honor and an amazing learning experience.” ”

“This program has been life changing in many ways.” ”

“My mentor principal has held high expectations from day one. She is constantly providing helpful feedback and opportunities for me to reflect on experiences and choices that I have made. Her trust in me has helped me to grow and develop as a leader in a way that would have been otherwise impossible.” ”

“The PPEERS program has been a wonderful learning experience for me.” ”



PPEERS Supports



Dr. Pat Woods
Clinical Internship
Supervisor

Ms. Celia Hodges
Mentor Principal



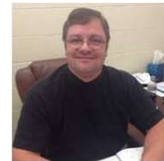
Shannon DuPlesiss

NOW AP at
East Surrey High School

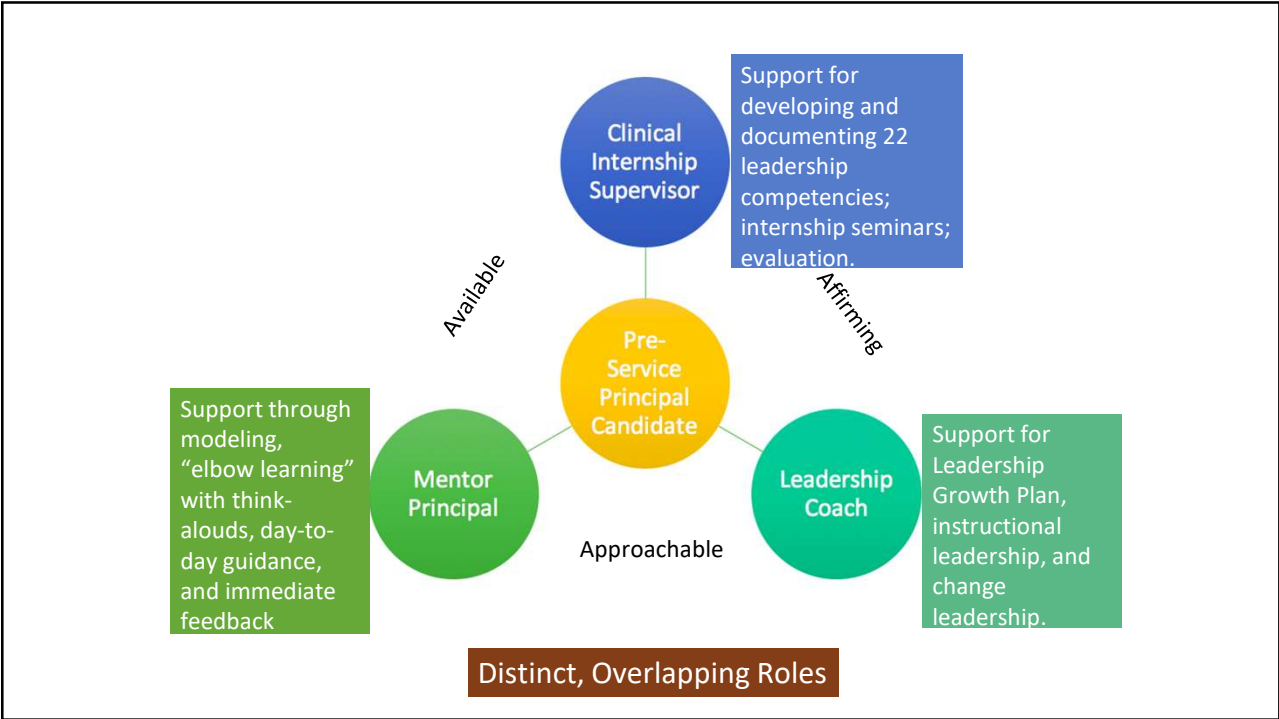


Dr. Annie Wimbish
Leadership
Coach

Masters in
School
Administration
Program



Kevin Via
District Point Person
Assistant Superintendent
Surry County Schools



PPEERS Benefits and Commitments

- Funding for:

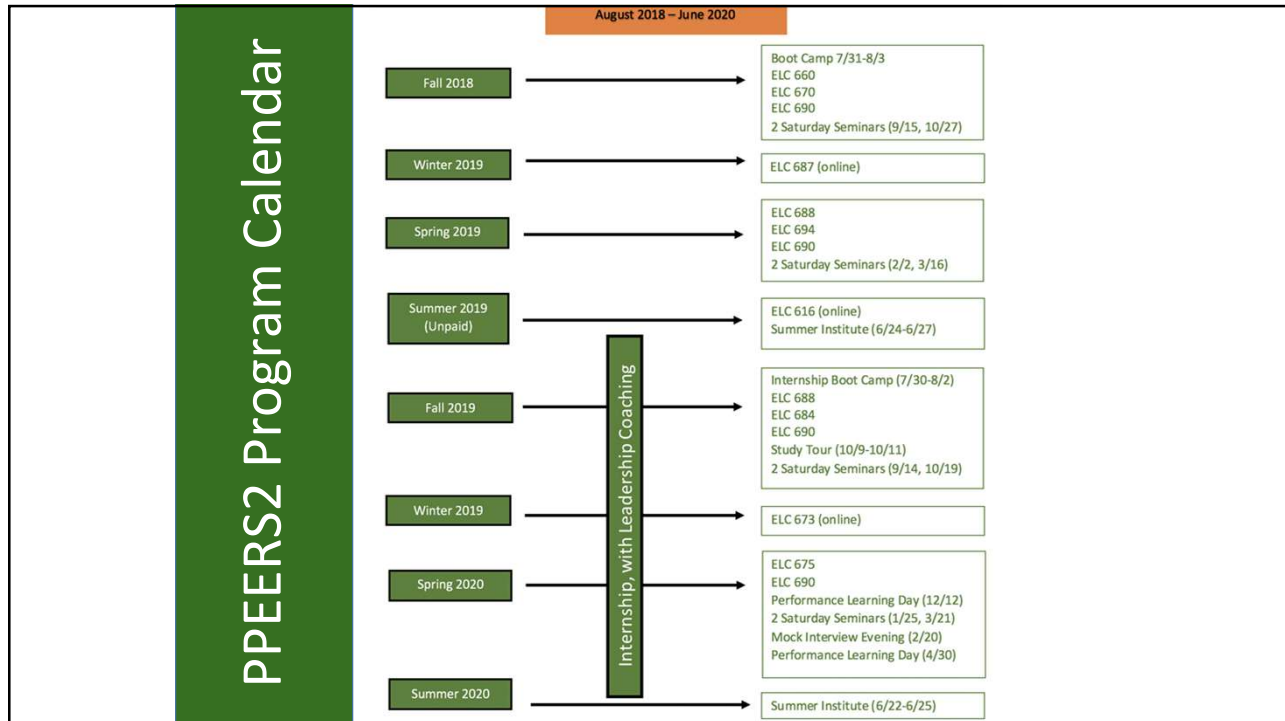
- In-state tuition and fees for cohort-model MSA and Initial Principal license
- Salary and benefits at the entry year Assistant Principal level on the 2017-2018 state salary scale during the internship (August 15, 2019-June 15, 2020); held harmless applies.
- Study tour
- Coaching
- Summer Institutes

- Commitments:

- Work HARD!
- 4 years in a school administrative position in sponsoring district



PPEERS 1
Cohort
2018



PPEERS 2
Cohort



