

# NCPAPA

United to Serve Children  
and Support School Leaders



Supporting and Retaining Principals on the Job

A Presentation To The  
Governor's Commission on  
Access To Sound Basic Education

October 16, 2018

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@NCPrincipals

[www.ncpapa.com](http://www.ncpapa.com)



# Session Framework and Outcomes

- NCPAPA Long Term Leadership Development
- NCPAPA Special Issues Series
- Views From The Past and Thinking About Tomorrow
- Discussion



# PROFESSIONAL DEVELOPMENT

- Long-term Leadership Development
- Special Issues Seminars



**DISTINGUISHED LEADERSHIP IN PRACTICE**

# DLP

Distinguished Leadership in Practice

Funded through the North Carolina  
Alliance for School Leadership Development

Developed and Provided by  
NC Principals & Assistant Principals' Association

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**N.C. Principals & Assistant Principals' Association**



# LEADERSHIP DEVELOPMENT THAT...

- Aligns to the North Carolina and National performance evaluation standards for school leaders - NCPAPA High Performance Model
- Shows how “Distinguished Leaders” integrate the standards systemically to improve student results
- Creates a common understanding among school leaders of what “Distinguished Leaders” should know and do to transform and turnaround schools
- Creates a statewide system for developing leaders in the field



# LEADERSHIP DEVELOPMENT THAT...

- Uses a problem-based, real-world, application-based approach
- Coaches participants through a proven continuous improvement approach for their schools
- Provides cohort-based opportunities for peer learning and networking
- Uses a blended approach that combines face-to-face, on-line, and small-group sharing sessions



# BLENDED DLP MODEL

- Six whole-group sessions (1 ½ days each every other month)
- Whole-Group sessions followed by on-line coursework/activities/coaching (12-18 hours over 4-6 weeks)
- On-line work followed by small-group sharing/feedback sessions
- Access to Principal Advisers who are proven practicing principals and alumni of DLP





# DLP PARTICIPANTS WILL LEARN HOW TO...

- Apply a continuous school improvement approach to actual improvement initiatives applicable to all future continuous school improvement efforts (PDCA)
- Use data to identify needs and establish priority goals
- Align all school improvement efforts to the vision, mission, and goals of the school
- Strengthen the capacity of staff, school, and self



# DLP PARTICIPANTS WILL LEARN HOW TO...

- Maximize teaching and learning
- Create a student-focused culture
- Lead for equity
- Connect with the external community
- Lead and manage change



# DLP CURRICULUM COMPONENTS

## **Component 1**

*Strategic Leadership for High Performing Schools*

## **Component 2**

*Building a Collaborative Culture With Distributed Leadership*

## **Component 3**

*Improving Teaching and Learning*

## **Component 4**

*Maximizing Human Resources For Goal Accomplishment*

## **Component 5**

*Creating a Strong Internal And External Stakeholder Focus*

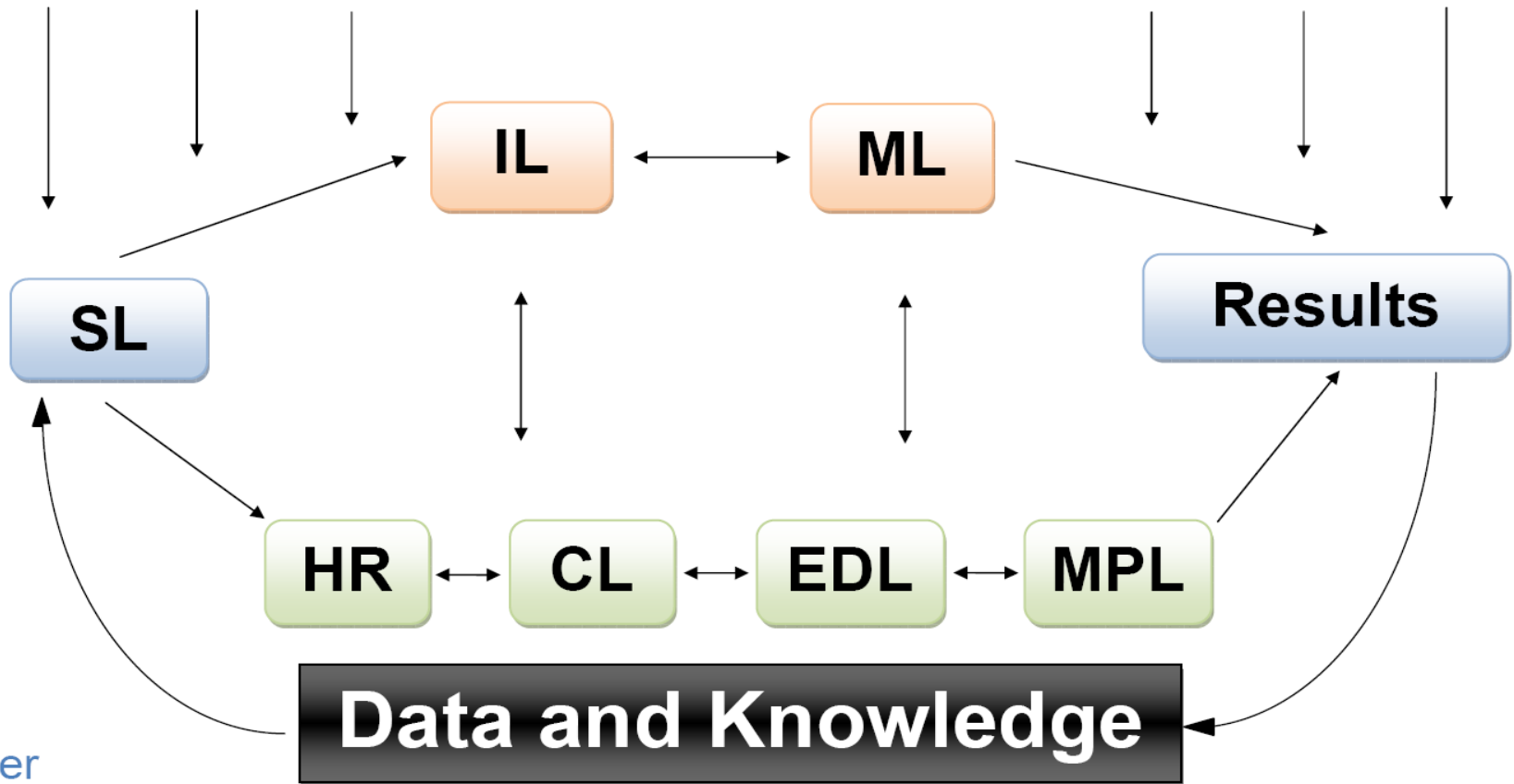
## **Component 6**

*Leading Change to Drive Continuous Improvement*



# Leader Competencies

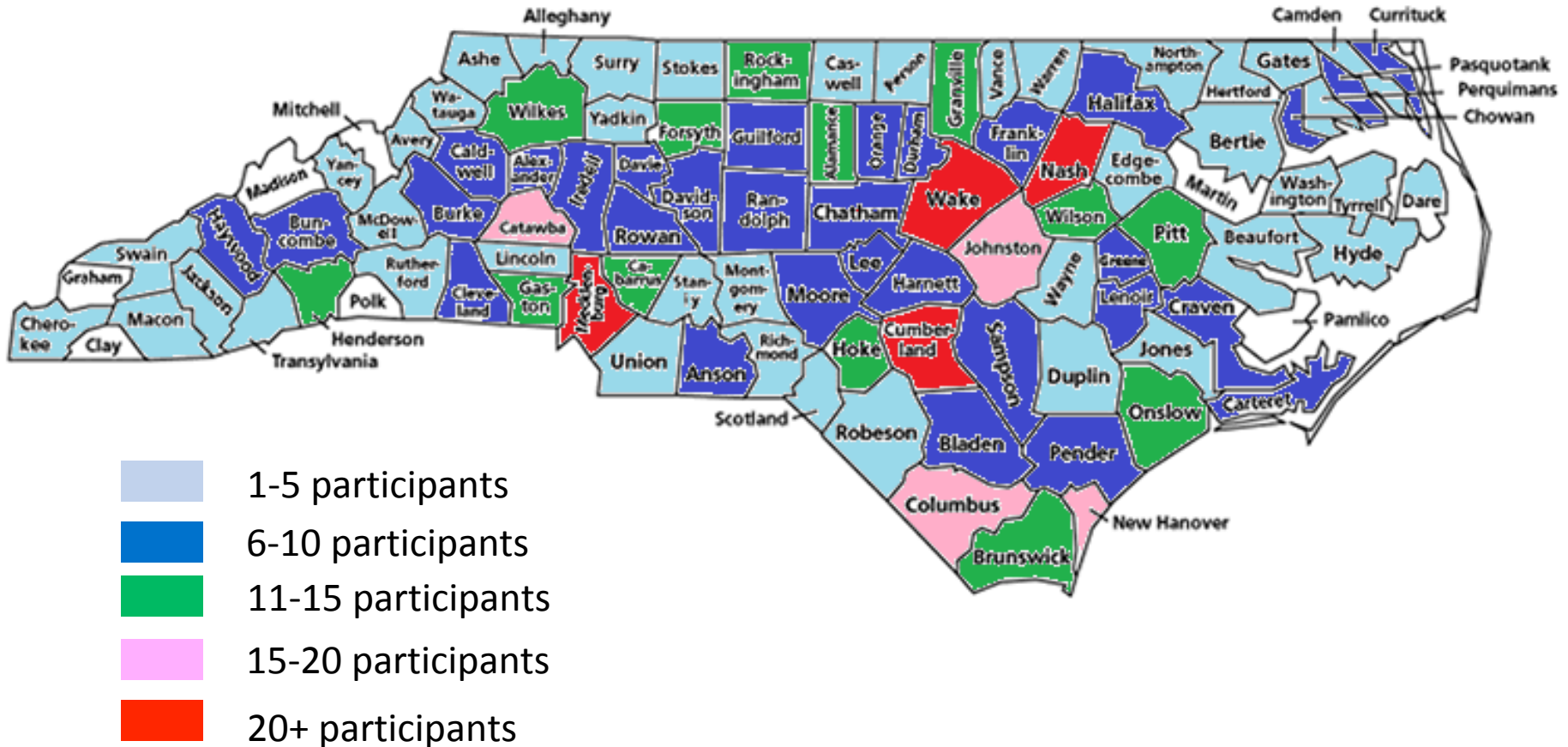
Customer Focus   Technology   Judgment   System Thinking   Responsiveness   Communication   Global Perspective   Sensitivity   Time Management  
 Emotional Intelligence   Change Management   Creative Thinking   Dialog Inquiry   Conflict Management   Personal Responsibility for Performance  
 Results Orientation   Personal Ethics and Values   Delegation   Visionary   Environmental Awareness   Organizational Ability



Driver  
 Processes  
 People

# DLP SERVES

Number of Participants served in LEAs



# FUTURE-READY LEADERSHIP



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# FRL'S INTENDED OUTCOMES

Assistant Principals will:

- Understand the North Carolina and National Standards for School Leaders – NCPAPA High Performance Model
- Understand the leadership competencies necessary for effective school leadership - their strengths and areas for growth
- Engage in role clarification with their principals
- Develop a plan for their own professional growth as school leaders
- Become part of a statewide network and community of learners



# FRL MODEL

- Cohort-based
- Six day-long sessions
- Interim, application based assignments
- Sharing and networking sessions





# NCPAPA FRL PROGRAM

## **Session 1**

*Understanding Your Role in Applying the North Carolina Standards for School Executives*

## **Session 2**

*What Every School Leader Needs to Know About Curriculum & Instruction*

## **Session 3**

*How Leaders Create a Healthy School Culture*

## **Session 4**

*How Leaders Create Authentic Professional Learning Communities*

## **Session 5**

*Maximizing Student and Adult Relationships*

## **Session 6**

*Instructional Leadership That Builds Teacher Effectiveness*



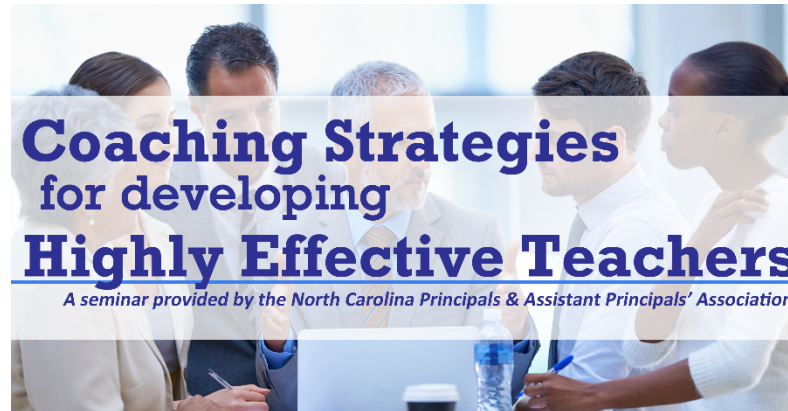
# NCPAPA SEMINARS

*A School Leader's Guide to*  
**LITERACY SUCCESS**  
*in a world of*  
**HIGHER STANDARDS**

*A Seminar provided by the N.C. Principals & Assistant Principals' Association*

Discovering the Full Potential of  
**EVAAS**  
for School Improvement

*A seminar presented by the N.C. Principals & Assistant Principals' Association*




Customization for districts upon request- [sprince@ncpapa.net](mailto:sprince@ncpapa.net)

**N.C. Principals & Assistant Principals' Association**



# NCPAPA SEMINARS



**SCHOOL FINANCE**  
for School Leaders  
*Maximizing Every Dollar*  
FEBRUARY 1, 2018 - RALEIGH  
A Seminar provided by the N.C. Principals & Assistant Principals' Association



Instructional Leadership for  
**ASSISTANT PRINCIPALS**  
A Seminar Provided by the North Carolina Principals & Assistant Principals' Association

## Difficult *But* Critical Conversations

A Seminar Provided by the N.C. Principals & Assistant Principals' Association

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# FALL INSTRUCTIONAL SYMPOSIUM

**SAVE THE DATE**

**2018 NCPAPA  
Fall Instructional Symposium**

**Pinehurst | November 15-16, 2018**



NCPAPA FALL INSTRUCTIONAL SYMPOSIUM 2017

**WHAT GREAT  
SCHOOLS DO  
DIFFERENTLY  
IN A DIGITAL WORLD**

BLENDING LEARNING    STUDENT-TEACHER LEADERSHIP  
PERSONALIZED INSTRUCTION    STEM    SOCIAL MEDIA  
INTEGRATED LEARNING    PROJECT-BASED LEARNING

**Practices that Drive  
STUDENT SUCCESS**  
NCPAPA 2016 FALL INSTRUCTIONAL SYMPOSIUM



NCPAPA FALL 2015 INSTRUCTIONAL SYMPOSIUM | NOVEMBER 18-20, 2015

**IGNITE**

**CREATING DIGITAL SCHOOLS & CLASSROOMS  
THAT SPARK POWERFUL LEARNING**

**N.C. Principals & Assistant Principals' Association**



# FALL INSTRUCTIONAL SYMPOSIUM

**Engaging ALL  
Students with  
Poverty and  
Equity in Mind**



NCPAPA Fall Instructional  
Symposium 2018

**Registration is  
OPEN!**

**November 15-16, 2018  
The Carolina Hotel  
Pinehurst**



**Eric Jensen**

Author of *Engaging  
Students with Poverty in  
Mind: Practical  
Strategies for Raising  
Achievement*



**Tara Brown**

The Connection Coach and  
Author of *Different  
Cultures-Common Ground*



**Michael Bonner**

Author of *Get up or  
Give Up* Featured on  
"The Ellen Degeneres  
Show"

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# Views From the Past...

- Remember, in 2010, due to budget cuts and mission alignment, the UNC System shut down the Center for School Leadership Development (CSLD) dedicated to school leader development
- Fall 2010, required all MSA Programs be designed on the NC Standards for School Executives Pre-Service Rubric (2012 first graduates)
- Pre-service, like all professions, indicates readiness to practice, not proven practice
- NCPAPA and its partners emerged on the scene to design and deliver professional development based on the needs of the practitioners and their stakeholders



# ...Looking Forward

- The complexity of school leadership has evolved and demands new knowledge, skills, dispositions, and support to meet stakeholder needs and expectations
- School leaders, like other professions need time, opportunities, and support to refine their craft
- State and local policies should purposefully consider the impact on leadership recruitment, retention, and succession
- Research on principal in-the-field mentorship and “coaching” can’t be done on the cheap, if it’s valued it needs to be a priority
- Superintendents, central service leaders, preparation programs, and partners like NCPAPA are critical in the formula, their voice is a key to the state’s plan – please continue to engage them!



# CONTACT US

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