

NC STATE UNIVERSITY



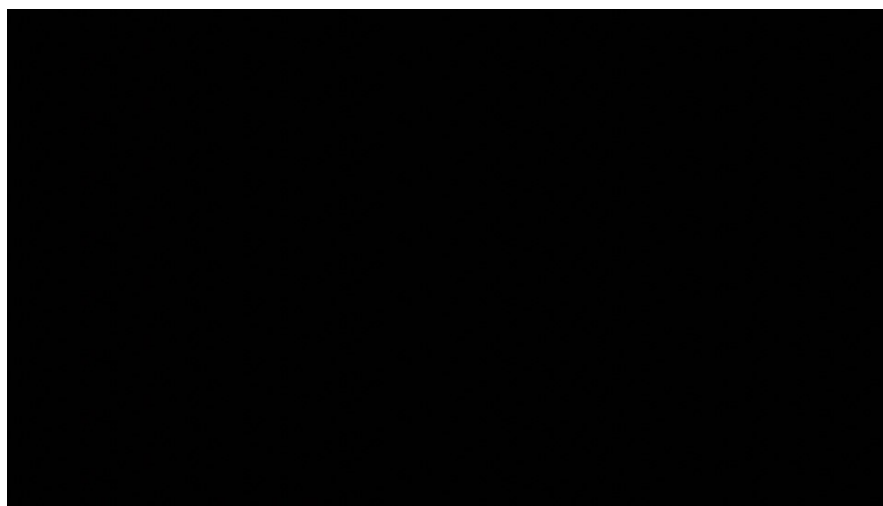
NC STATE'S PRINCIPAL PREPARATION

A great principal
in every school.



EXCELLENT LEADERS: EFFECTIVE SCHOOLS: ENRICHED COMMUNITIES©

NELA Overview Video



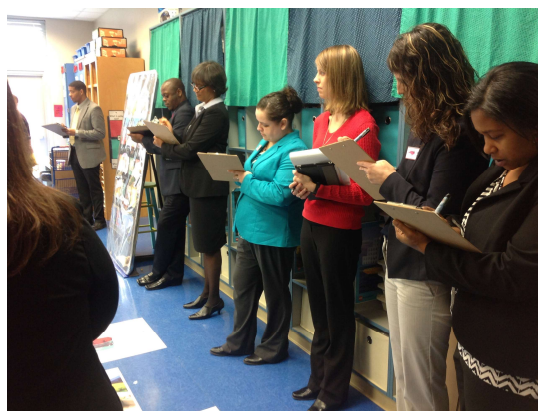
A Radically Different Approach to Preparing Principals for High-Need Schools: Innovative Beginnings & Custom Design

- USDOE School Leadership Program- Kentucky – PEP – top program nationally (*Innovative Pathways to School Leadership*). In NC we sought opportunities to work with local districts.
- **Bill and Melinda Gates** funding for innovative design
- **Accolades: UCEA's Top Exemplary Program Nationally**
- **The Wallace Foundation,**
- National Association of State Boards of Education
- Center for American Progress
- *Ed Week*
- National Governor's Association
- American Association of Colleges for Teacher Education, & others
- US Department of Education

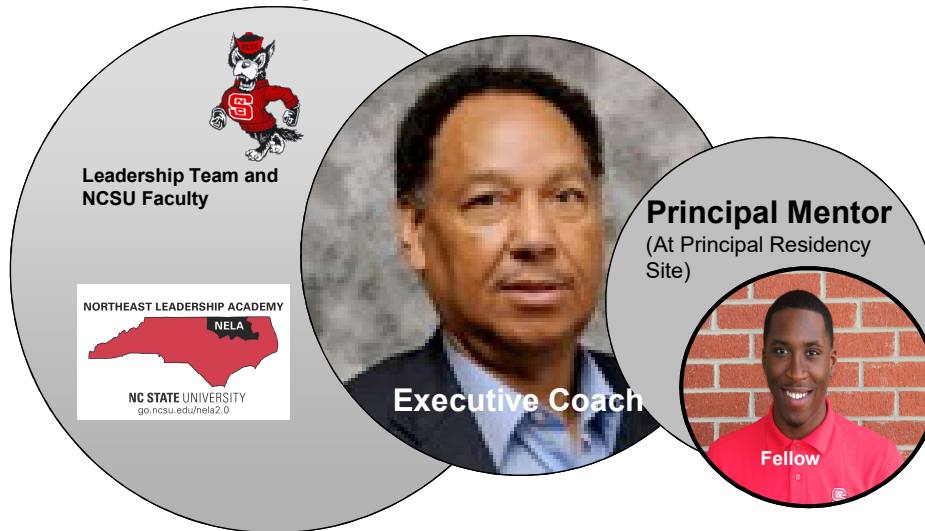


What makes NC State unique?

NELA Fellows learn by **seeing** and **doing**.
 Structured experiences include **learning rounds** at high-performing schools.

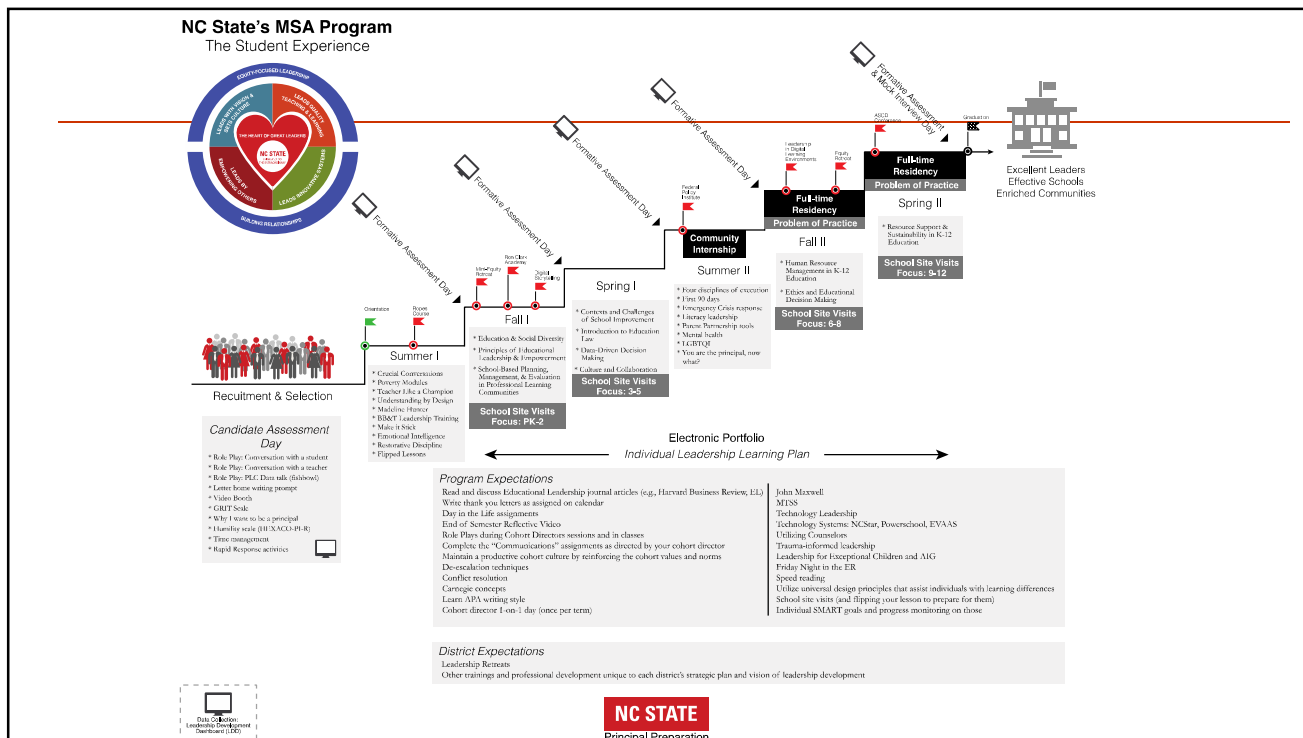


What makes NC State unique? Nested Layers of Support



What makes NC State unique?

- Appreciative inquiry, empowerment, student voice & dignity
- Tapping into community (both in school and local community)
- Courage (Crucial Conversations) & Hope
- Leadership as a lifestyle – preparing community leaders who see the bigger picture.
- Leadership Development Dashboard with SAS



	Selection	Orientation	Summer I	Fall I	Spring I	Summer II	Fall II	Spring II
Equity-Focused Leadership	✓		✓	✓		✓	✓	
Leads Innovative Systems					✓		✓	✓
Leads by Empowering others			✓	✓				
Leads Quality Teaching & Learning			✓	✓	✓			
Leads with Vision and Sets Culture					✓			
The Heart of Great Leaders	✓	✓	✓	✓	✓		✓	✓
Building Relationships		✓	✓		✓	✓	✓	✓

Select Research Articles that Informed the Redesign

Branch, Hanushek, & Rivkin (2014). *Estimating the Effect of Leaders on Public Sector Productivity: The Case of School Principal*.

Darling-Hammond et al. (2007). *Preparing School Leaders for a Changing World: Lessons from Exemplary Leadership Development Programs*

DeVita, M. C. et al. (2007). *Educational Leadership: A Bridge to School Reform*

Herman, R. et al., (2017). *School Leadership Interventions Under the Every Student Succeeds Act: Evidence Review*.

King, C.L. (2014). *Quality Measures™ Partnership Effectiveness Continuum*.

King, C.L. (2013). *Quality Measures™ Principal Preparation Program Self-Assessment Toolkit*.

Leithwood, L. (2004). *How Leadership Influences Student Learning*.

National Policy Board for Educational Administration (2015). *Professional Standards for Educational Leaders 2015*.

Spiro, J. (2011). *Leading Change Step-by-Step: Tactics, Tools, and Tales*.

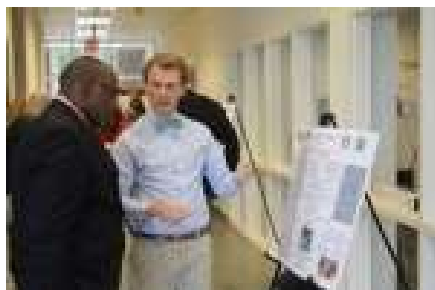
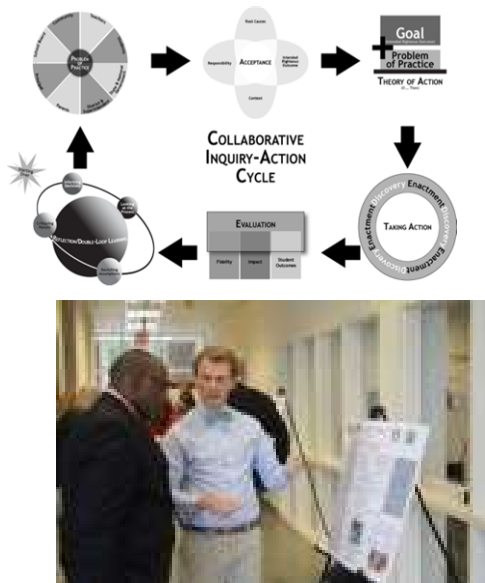
The Wallace Foundation (2013). *The School Principal As Leader: Guiding Schools to Better Teaching and Learning*.

The Wallace Foundation (2016). *Improving University Principal Preparation Programs: Five Themes From the Field*.

The Wallace Foundation (2016). *Clock Full of Data: How School Districts Are Building Leader Tracking Systems to Support Principal Pipelines*.

Young et. al (2009, 2016). *Handbook of Research on the Education of School Leaders* (1st, 2nd Editions)

Problem of Practice: Inquiry and Action



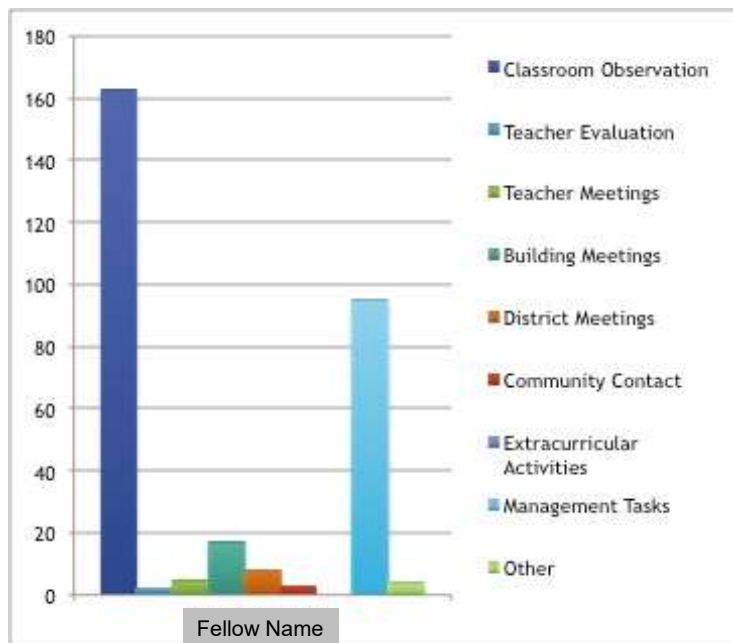
Principal Residency



Weekly Logs

Zachary Marks February 28th - March 1st

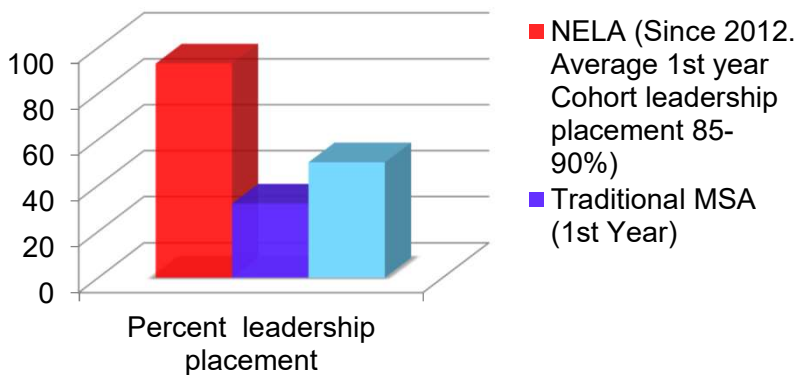
	Teacher Observation	Teacher Evaluation	Teacher Meetings	Building Meetings	District Meetings	Community Meetings/Contacts	Extra-Curricular Events	Management Tasks	Other
Mon 2/26	End-of-year observations (10 total per classroom, 5 observations)			100% Meeting @ 8:30		Research Writing City School parents @ 10:00-10:30		Approved: Van Brul' system & staff - 700 (Waiting Area & Classroom)	Approved: Co. for the 1000
Tue 2/26	N	E	L	A	C	L	A	S	S
Wed 2/27	1st Link Observations (10 total per classroom, 5 observations)					Center @ 10:00 (Review about classroom change for 1000) to see per	Parent Contact w/ 12 P. grade within the an evening	Approved: Van Brul' system & staff - 700 (Waiting Area & Classroom)	Approved: Co. for the 1000
Thu 2/28			100% Meeting @ 8:30	100% Meeting @ 8:30			Continued Center w/ 1 Parent from portfolio	Approved: Van Brul' system & staff - 700 (Waiting Area & Classroom)	Approved: Co. for the 1000
Fri 3/1	2nd Link Observations (10 total per classroom, 5 observations)	Teacher Evaluation Process log w/ log w/ Principal		100% Meeting @ 8:30				Approved: Van Brul' system & staff - 700 (Waiting Area & Classroom)	Approved: Co. for the 1000



We help them learn to manage their time so they focus on what is important for improving student achievement.



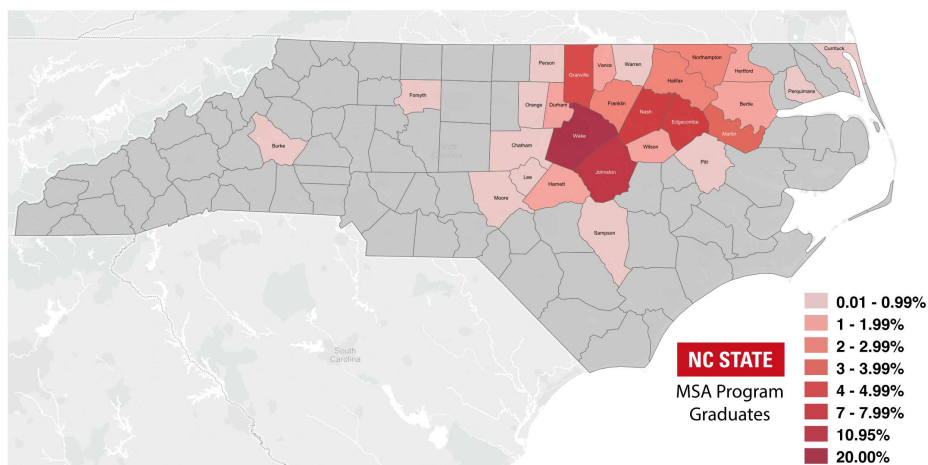
Placement of Graduates



Estimate based on national survey and university reports on graduates = 32% first year placement (All of NC State's MSA programs usually have considerably higher first year placement rates than the national average).
 *Placement rate after 5-year nationally = 50% *Fuller & Hollingworth (2013).

Where We Are Making a Difference:

NC State MSA Graduates (2016)



Post-Degree, Early Career Induction Support

- Fellows **continue to receive Executive Coaching**
- **Principal Roundtables** and post-degree **seminars**.
- **Warranty:** Fellows can come back for refreshers or other trainings we offer.
- **Continuous contact** for feedback and to supply just-in-time information to leaders.

Opportunity Culture/ Differentiate Staffing

- Partnership between NC State, New Leaders, and Public Impact.
- Working to empower teachers and create career pathways in Edgecombe and Vance.

Looking Ahead...

- Wallace Foundation UPPI Grant
- Data-driven continuous improvement



EXCELLENT LEADERS: EFFECTIVE SCHOOLS: ENRICHED COMMUNITIES©

NC STATE UNIVERSITY

NC STATE'S PRINCIPAL PREPARATION

EXCELLENT LEADERS: EFFECTIVE SCHOOLS: ENRICHED COMMUNITIES©