

Rudolph F. Crew, Ed.D., Superintendent of Schools

**SUBJECT: ACCEPT REVISED LEADERSHIP DEVELOPMENT
 FRAMEWORK TO PREPARE SCHOOL LEADERS AND
 ASPIRING SCHOOL LEADERS**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Research confirms the correlation between school leadership and school and student success. Effective principals are essential to raise student achievement. According to reports issued by the United States Department of Education, the need to recruit well-prepared principals is most evident in the nation's urban schools. The District's commitment to prepare and support principals and aspiring school administrators as instructional and community leaders is also prompted by the Florida Department of Education's efforts to establish standards-based professional learning for school leaders. The research underlying the Florida Principals Standards, adopted during spring, 2005, emphasizes the importance of developing a learning community of leaders, providing context, content and process learning in instructional leadership, data-driven school improvement and building the relationships within schools through effective professional development.

The proposed Leadership Development Framework encompasses teacher-leader career pathways that provide promotional opportunities in teaching and school administration; a preparation program for assistant principals aspiring to principal positions; and a principal induction program to support entry level principals. The broad practitioner categories identified in the Leadership Development Framework serve essential leadership roles that are critical to success in the school setting. Key components of the Leadership Development Framework include:

- The ***Assistant Principal Preparation Program*** (APPP) is designed to prepare and support teachers interested in school administration. The program includes a blended delivery approach involving professional development, a leadership portfolio and teacher-leadership rotations to develop leadership skills through varied school-site experiences.
- The ***Principal Preparation Program*** (PPP) includes preparation for Instructional Operational, School and Urban Leadership. The project-based program features a site based internship with a portfolio demonstrating mastery of the Florida Principal Leadership Standards.

- The ***New Principal Induction Program*** (NPIP) partners professional partners or mentors assigned to assist new principals. Professional Development targeting the needs of new principals will address shared leadership, literacy leadership and building community and stakeholder relationships.

The Leadership Development Framework reflects established research about effective leadership. It recognizes that school leadership is most successful when focused on teaching and learning.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, accept the revised leadership development framework to prepare school leaders and aspiring school leaders.

AGB:cm