

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:**December 2014****REPORT ON LEADERSHIP DEVELOPMENT SYSTEM****STATUTORY AUTHORITY:**

Section 161.092, RSMo

Consent
ItemAction
ItemReport
Item**DEPARTMENT GOAL NO. 3:**

Missouri will prepare, develop, and support effective educators.

SUMMARY:

This presentation will provide an overview of the Leadership Development System. The system includes a progression of development that begins with the preparation of leaders through education administration programs offered by 17 higher education institutions in the state. The system then offers two years of one-to-one mentoring for new school leaders through the Administrator Mentor Program. Available next is the development of leadership skills through MoLEAD which offers learning activities and content based on the National Institute of School Leadership (NISL) content. Following this, leadership skills are refined through the Leadership Academy.

The Leadership Development System offers over a decade of leadership support and development for school leaders. After this development, these school leaders are then recruited as mentors, facilitators and coaches for other school leaders working their way through the system.

PRESENTER(S):

Paul Katnik, Assistant Commissioner, Office of Educator Quality, and Dennis Cooper, Assistant Commissioner, Office of Quality Schools, will assist with the presentation and discussion of this agenda item.



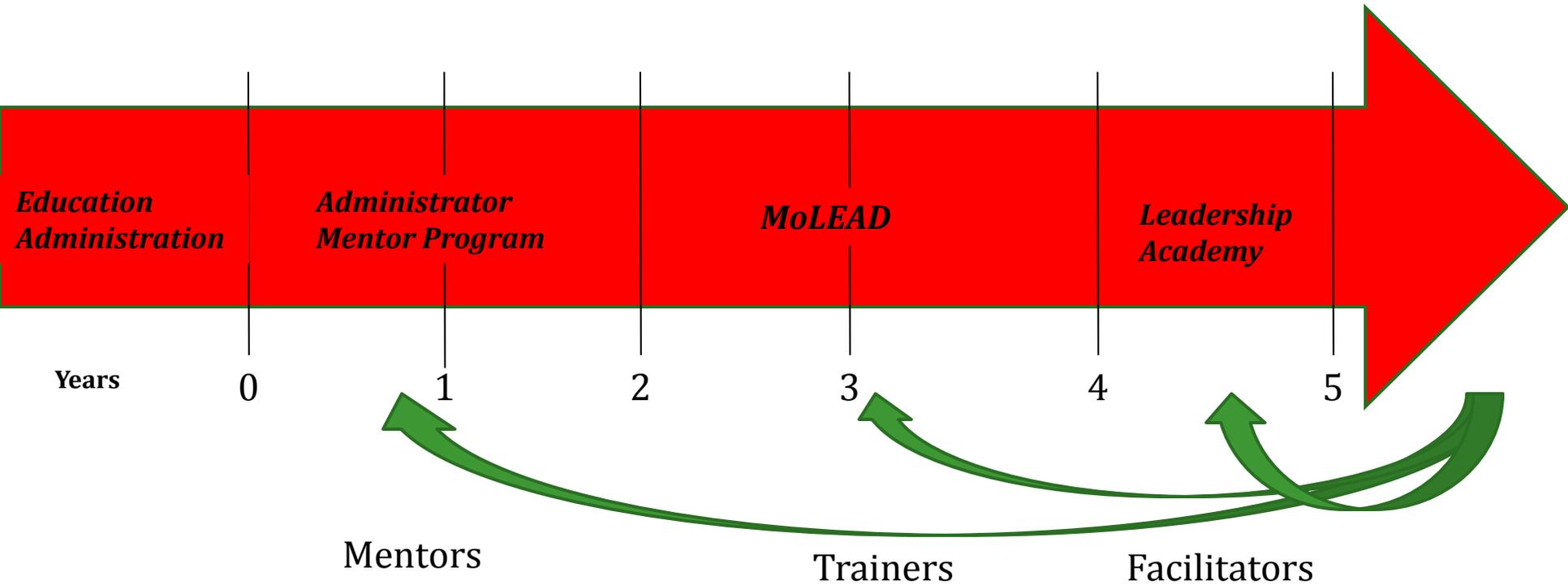
REPORT ON LEADERSHIP DEVELOPMENT SYSTEM

Candidate to Distinguished

December 2014

Missouri Department
of Elementary and Secondary Education

Missouri's Leadership Development System



Missouri's Leadership Development System

Education Administration Programs

- Interstate School Leadership Consortium (ISLLC) Standards
- Missouri Leader Standards
- School Leader Performance Assessment

Administrator Mentor Program

- Focus on Continuous Improvement
- Professional Relationships
- Instructional Leadership
- Managerial Leadership

MoLEAD

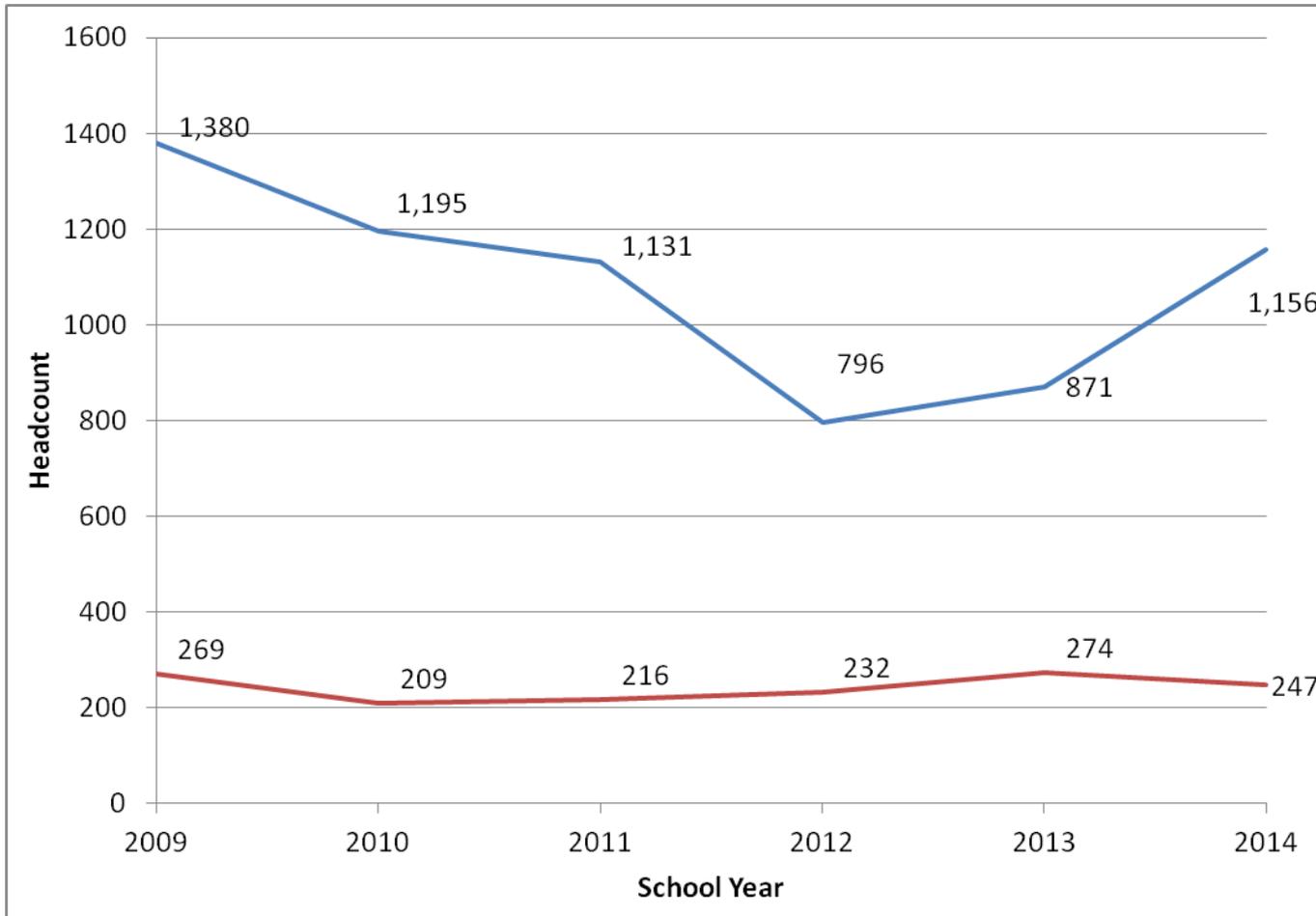
- Educational Challenge 13 Units
- Strategic Thinking
- Excellence in Literacy, Math and Science
- Professional Learning
- Instructional Leader / Team Builder
- Ethical Leader
- Driver of Change
- Leading for Results

Leadership Academy

- Lead Learner
- Professional Relationships
- Teacher Development
- Continuous Improvement

*Education Administration
Programs*

Educational Administration Programs



-  Administration Program Completers
-  First-Year Principals



Redesign of Leadership Programs

- **Missouri Leadership Standards & Continuum**
 - **Aligns with ISLLC and MoLEAD**
 - **Principals**
 - **6 Standards & 13 Quality Indicators**
 - **Superintendents**
 - **7 Standards & 16 Quality Indicators**
- **Two Focus Areas**
 - **Missouri Educator Gateway Assessments**
 - **Field & Clinical Experiences – Internships**





- **Recruit the Right People**
 - **Missouri Educator Profile for Principals**
 - **Demonstrated Success in Teaching**
- **Assess Content Knowledge**
 - **Missouri Content Assessments**
 - **Building Leaders**
 - **Superintendents**
- **Assess Performance**
 - **Missouri School Leader Performance Assessment (MoSLPA)**



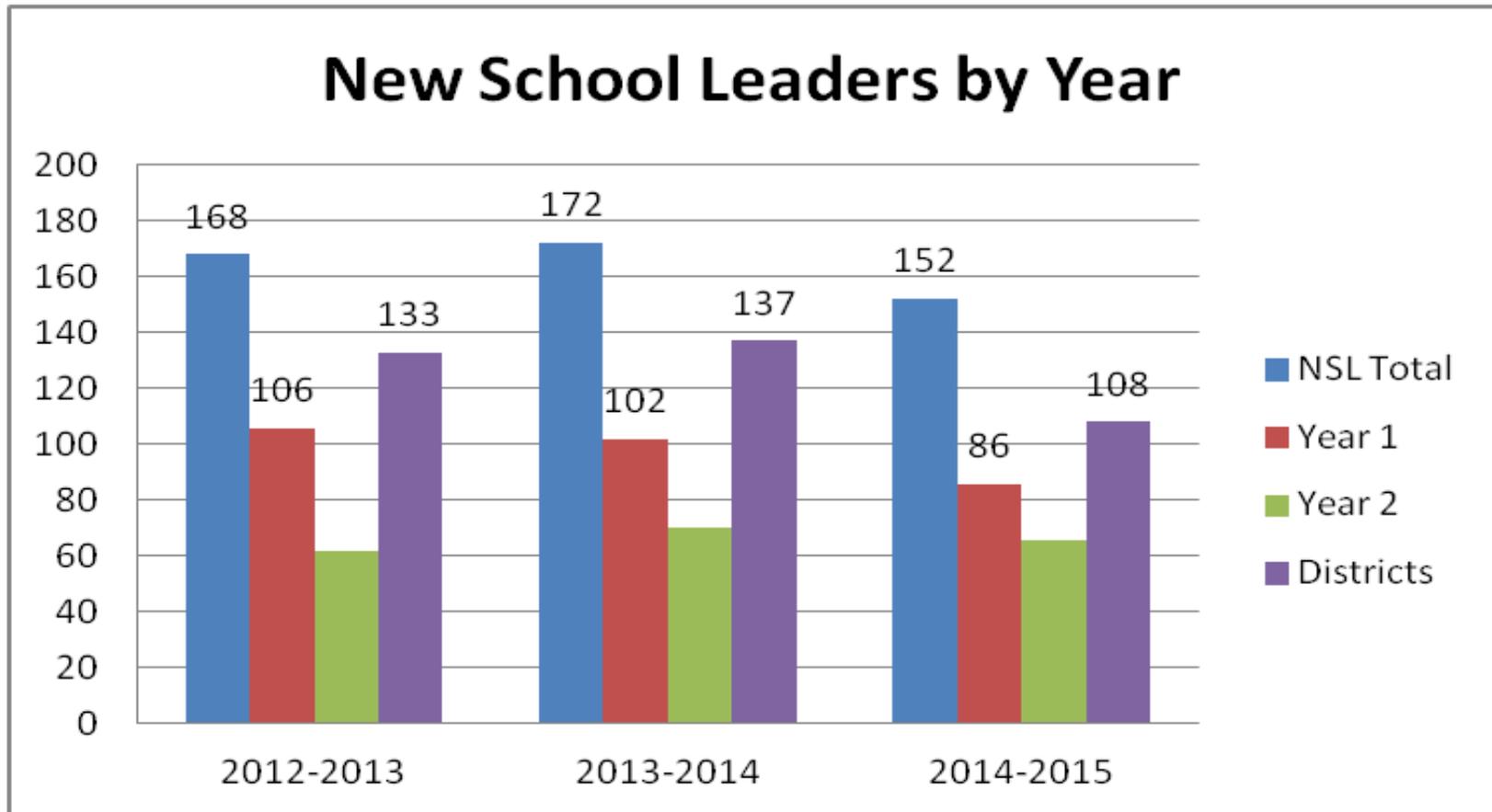
Field & Clinical Experiences

- **Focus on Internships**
 - **Expectations for Sites & Supervisors**
 - **Authentic Experiences**
 - **MoSLPA – 3 Tasks**
 - **Problem-Solving**
 - **Supporting Continuous Professional Development**
 - **Creating a Collaborative Team**
 - **Use of Missouri Educator Evaluation System**
 - **Professional Competency Profile**

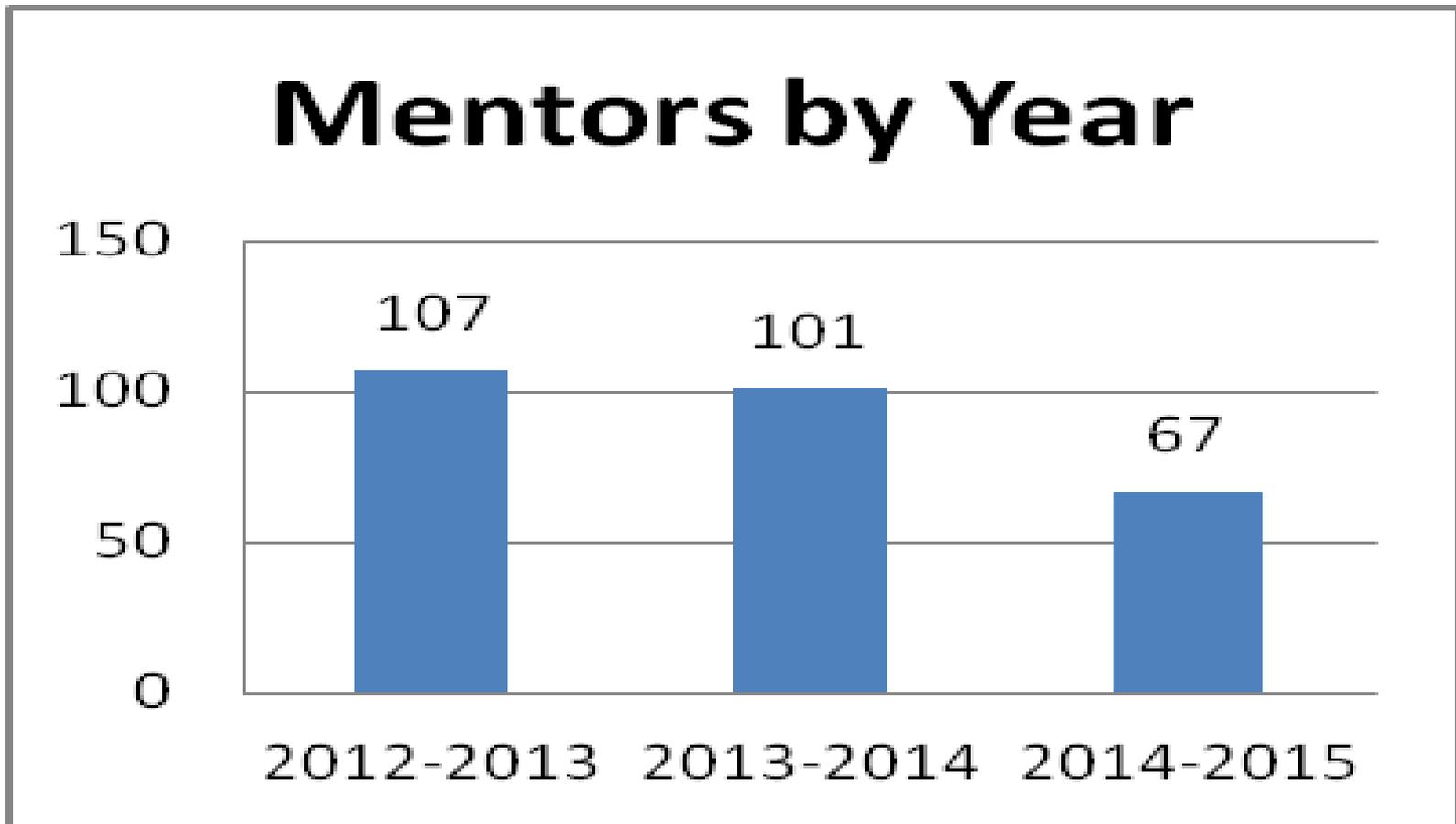


*Administrator Mentor
Program*

Administrator Mentoring



Administrator Mentoring



MoLEAD

MoLEAD Cadre I

- **9 Sites**
- **262 Participants & 44 Trainer Candidates**
- **Funding – 306 Federal**
- **Start – January 2013**
- **End - March 2014**



MoLEAD Cadre II

- **4 Sites**
- **73 Participants & 10 Trainer Candidates**
- **Funding – 83 Federal**
- **Start - October 2013**
- **End - February 2015**



MoLEAD Cadre III

- **4 Sites**
- **107 Participants & 1 Trainer Candidate**
- **Funding – 43 Federal, 29 Private Grant, 19 District Paid & 18 Pending**
- **Start - October 2014**
- **End - May 2016**



MoLEAD Cadre I-III TOTAL

- **17 Sites**
- **442 Participants & 55 Trainer Candidates**
- **Funding – 388 Federal, 29 Private Grant, 19 District Paid & 18 Pending**
- **Start - January 2013**
- **End - May 2016**



Training Tailored to Missouri

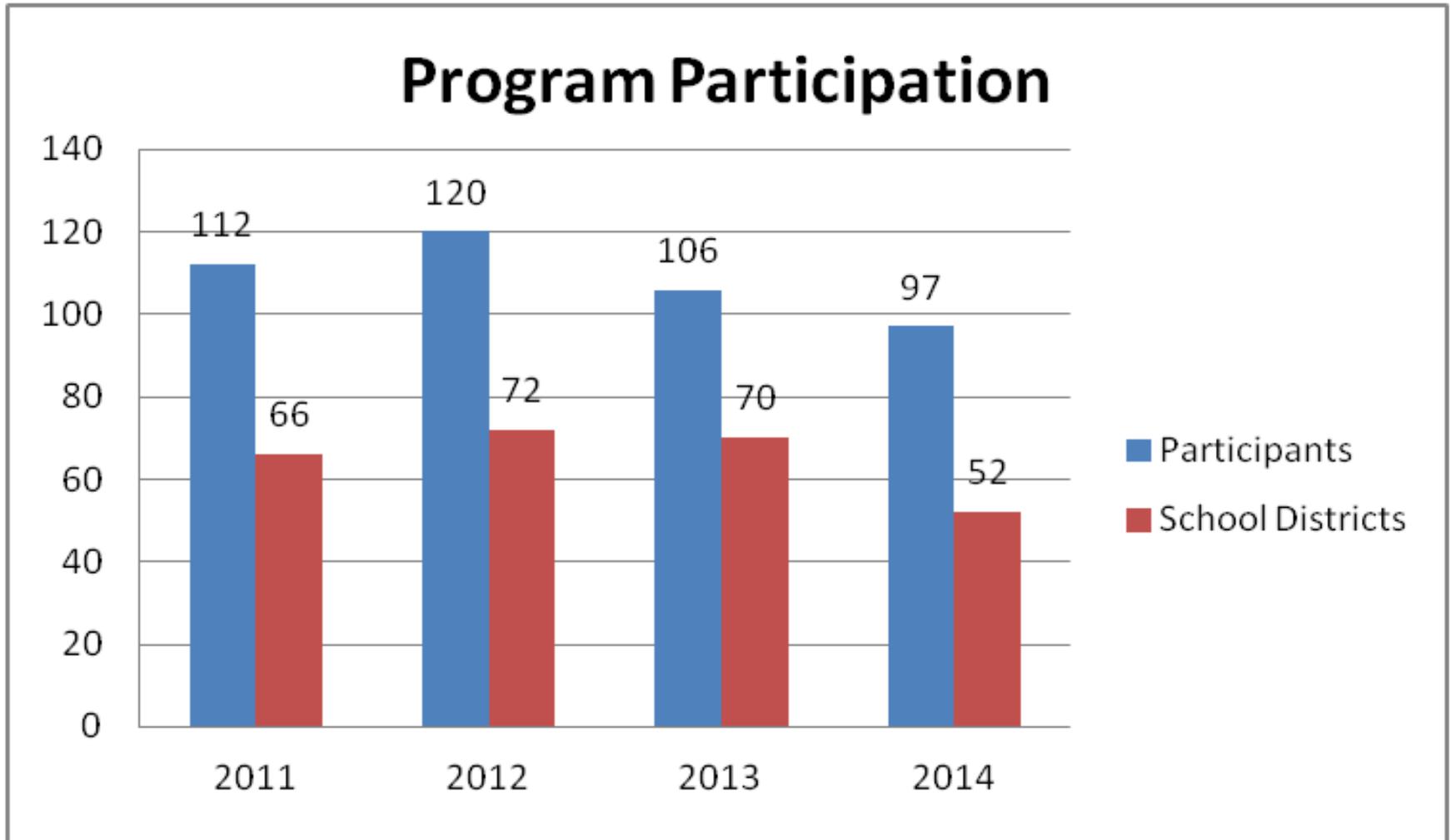
- Training tailored to Missouri include:
 - Missouri/district data used in the Action Learning Project.
 - Missouri Learning Standards used in the Standards Based Instruction Unit.
 - Missouri Teacher Standards used in understanding the principles of teaching.
 - Missouri Leader Standards incorporated throughout various units.
 - Missouri practices used as examples of “best practice” within the course work.



Leadership Academy

Leadership Academy

19



Leadership Academy

20

2014 Concepts and Outcomes

1. Lead Learner

- Research-based practices
- Network, engage on school issues

2. Professional Relationships

- Facilitate, inform, and support decision-making
- Recognize self and individual staff characteristics

3. Teacher Development

- Assess teacher performance
- Meaningful feedback
- Use performance targets to inform professional learning

4. Continuous Improvement

- Use data to identify needs
- Monitor progress and effectiveness



Additional Leadership Support

Additional Leadership Support

22

- 1. Missouri Observation Simulation Tool (MOST)**
 - Online videos to calibrate observation skills(over1,200 users so far)
 - Provides modeling for providing meaningful feedback

- 2. Missouri Supporting Effective Evaluation (MoSEE)**
 - Offered in partnership with the administration associations
 - 17 Regional groups practicing observations skills and feedback
 - 168 participants from 69 districts (7 higher education institutions)

- 3. Student Learning Objectives training**
 - Teams of principals and teachers trained on using growth measures
 - Over 21% of the LEAs in the state trained so far (about 600 people)

- 4. Missouri participating in national revision of leader standards**
 - ISLLC Standards guide preparation, professional development, evaluation
 - ELCC Standards guide education administration programs



Contact Us

Dennis Cooper

Dennis.cooper@dese.mo.gov

Paul Katnik

Paul.katnik@dese.mo.gov

