

MISSOURI STATE BOARD OF EDUCATION AGENDA ITEM:**April 2014**

REPORT ON MISSOURI LEADERSHIP FOR EXCELLENCE,
ACHIEVEMENT AND DEVELOPMENT (MoLEAD)

STATUTORY AUTHORITY:

Section 161.092, RSMo

Consent
ItemAction
ItemReport
Item

DEPARTMENT GOAL NO. 1:

All Missouri students will graduate college and career ready.

SUMMARY:

The Department of Elementary and Secondary Education is partnering with the National Institute for School Leadership (NISL) to deliver the Executive Development Program (EDP) to school administrators throughout Missouri via Missouri Leadership for Excellence, Achievement and Development (MoLEAD) training.

MoLEAD combines online and face-to-face training with hands-on experiences and mentoring opportunities to prepare educators to lead more effectively and implement best practices in their schools. The program focuses on helping educators create a strong school culture, leverage data to improve instruction, build teams to drive change, and establish strategies that are achievable and measurable.

MoLEAD training includes 27 days of instruction, 40 hours of online learning and access to a variety of resources. Training units address a variety of topics including implementing standards-based instructional systems; selecting curriculum, adopting best practices in literacy, math, and science; identifying good instruction; and charting professional development.

To increase statewide capacity and sustainability, highly-skilled facilitators have been selected to participate as trainer candidates.

During the first round (Cadre I), 262 individuals (217 participants and 45 trainers) were trained in nine (9) regions – St. Joseph, Raytown, Springfield, Central Missouri, Southeast Missouri, and four locations in the St. Louis region. The second round (Cadre II), currently has 91 individuals participating in four (4) regions – two in St. Louis (Normandy and South County Technical), Independence and Jefferson City. This presentation will provide a review of Cadre I, status of Cadre II and plans for Cadre III.

PRESENTER(S):

Dennis Cooper, Assistant Commissioner, Office of Quality Schools, will facilitate discussion of this item and will be joined by Pam Hedgepath of the National Institute for School Leadership, Inc.

MoLEAD

Missouri Leadership for Excellence, Achievement and Development

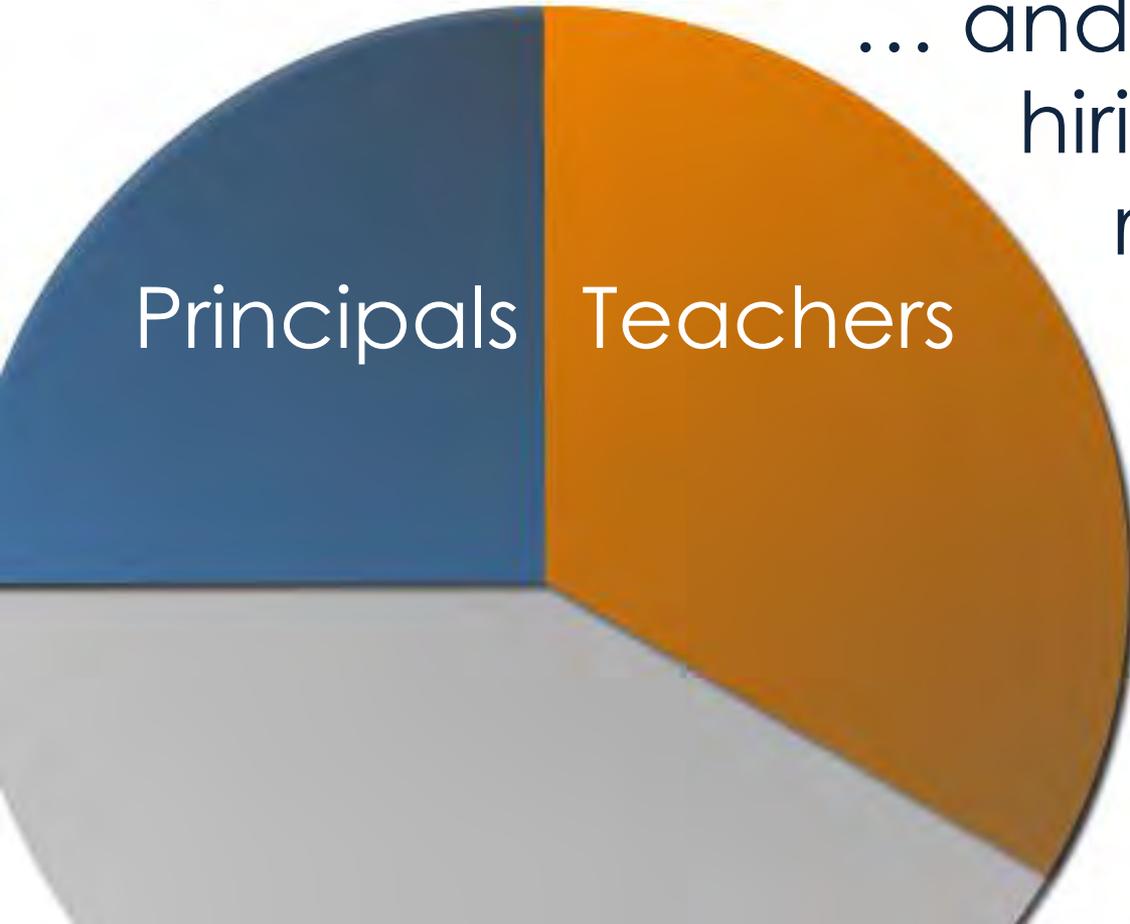


MoLEAD Overview

A closer look at **MoLEAD**



Principals are responsible for over 25% of school effects on student learning...



... and also impact the hiring, training, and retention of teachers – who account for 33% of the effects.

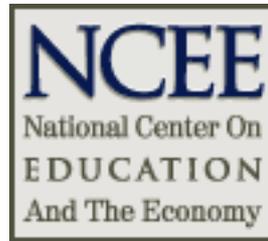
Marzano, R.J.; Waters, T.: & McNulty, B. (2005) School Leadership that Works: From Research to Results. Alexandria, VA: Association for Supervision and Curriculum Development

Four Years, \$11 Million Dollars on Research and Development

Foundations



Development



The Result



Executive
Development
Program™

A Leadership Program Developed by Leaders in Their Fields



Leadership & Organization

Peter Senge
Lester Thurow
Marie Eiter
Bob Joss



Strategic Thinking

Gen. Tom Moorman
George Thibault



Ethics

Tom Sobol
Bob Hughes



Literacy

Gay Su Pinnell
Barbara Forman
Lucy Calkins
Sally Hampton



Math

Liping Ma
Barbara Forman
Phil Daro



Science

Scott McDonald



Standards-Based Instruction

Marc Tucker
Judy Coddling
Peter Hill



Professional Development

Marie Eiter
Peter Hill

MOLEAD Delivery is Research-Based and Engaging

Best Practices in Adult Pedagogy

- ✓ Cohort Based
- ✓ Job-Embedded
- ✓ Facilitation
Focused



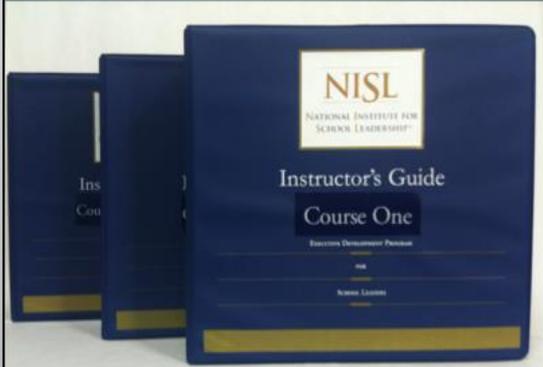
Instructional Leadership

The guidance, direction, and support of sustained instructional improvement leading to higher student achievement.



- ✓ Leadership Skills
- ✓ Best Practices in Education
- ✓ Content Area Expertise

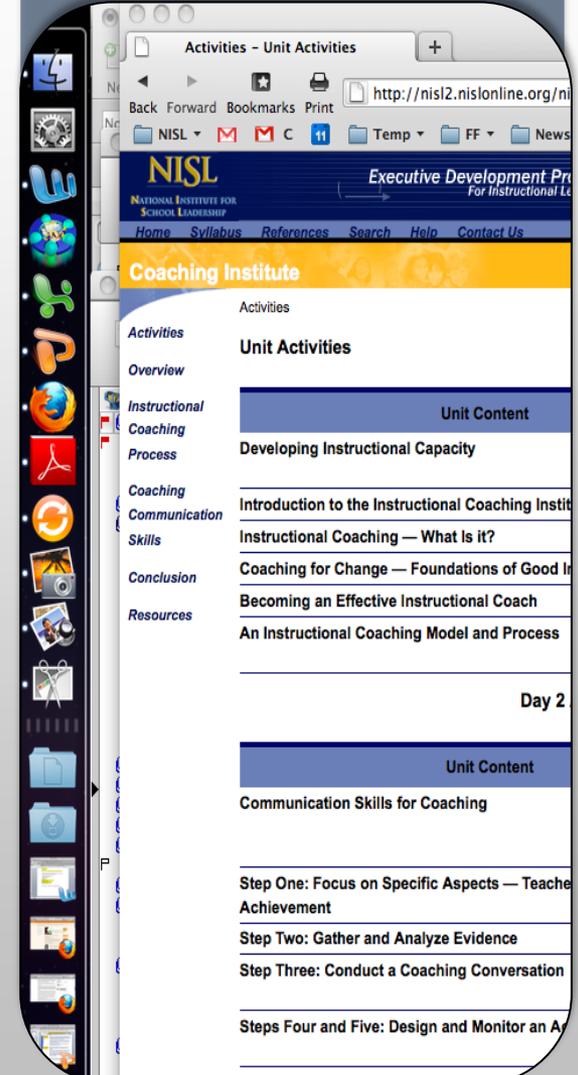
Resources— Two Phases



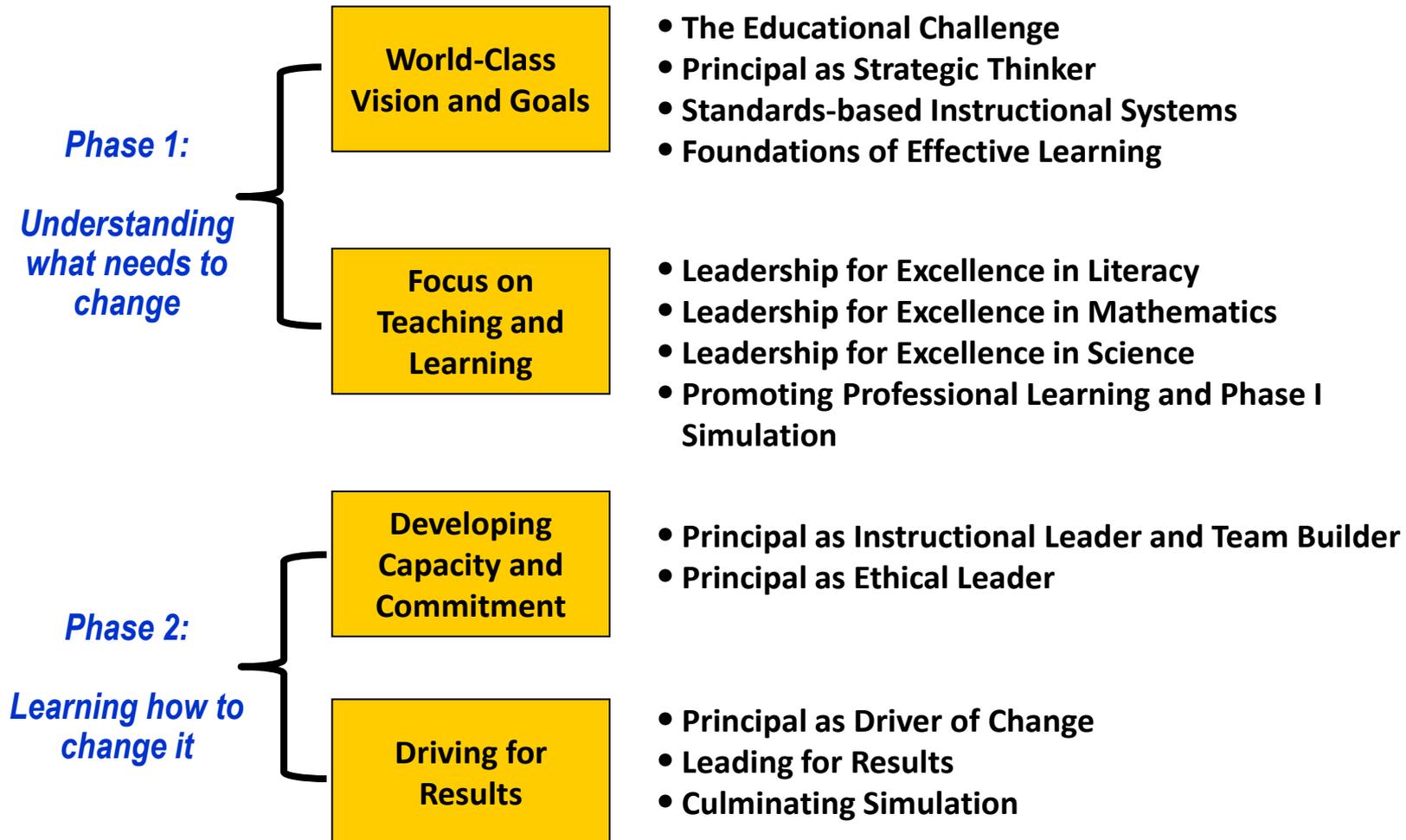
26 Days Instruction— Four Courses



40 Hours Online Learning



COURSES OF STUDY



13 Units



1. The Education Challenge



8. Promoting Professional Learning and Phase One Simulation



2. The Principal as Strategic Thinker



9. The Principal as Instructional Leader and Team Builder



3. Elements of Standards-Based Instructional Systems



10. The Principal as Ethical Leader



4. Foundations of Effective Learning



11. The Principal as Driver of Change



5. Leadership for Excellence in Literacy



12. Leading for Results



6. Leadership for Excellence in Math



13. Culminating Simulation



7. Leadership for Excellence in Science



Leadership



Ed. Best Practices



Content-Area Instruction

The Action Learning Project: Real-World, Real-Time Impact

- Concepts learned in program are applied to their school
- Aligned to needs of principal, school and district
- Runs throughout duration of program
- Participants receive feedback and support from peers and facilitator
- Aligned to CSIP



MOLEAD PARTICIPANTS CADRE 1

- ✓ 217 Participants
- ✓ 45 Trainer Candidates

All Area Supervisors Involved

MOLEAD PARTICIPANTS CADRE 2

- ✓ 79 Participants
- ✓ 12 Trainer Candidates

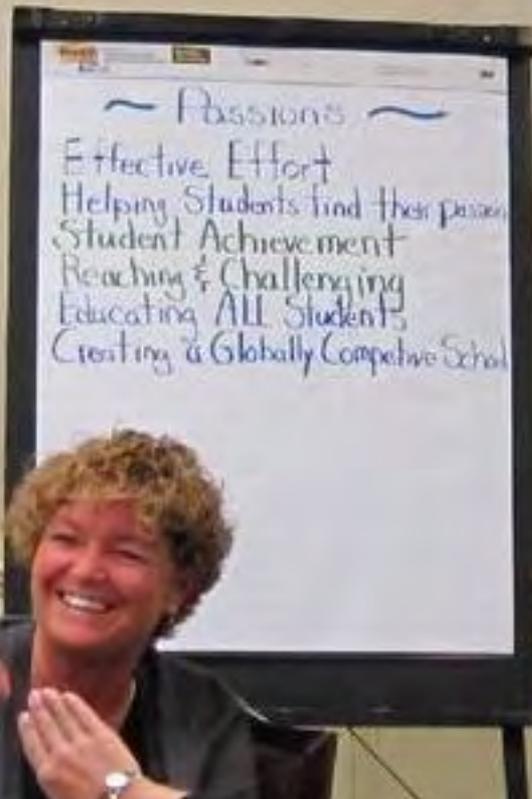
Area Supervisors Monitoring ALPS

MOLEAD PARTICIPANTS— Cadre 3

Open to all principals, assistant principals, and lead teachers

Central office administrators provided overview of MoLEAD so can provide support.

Trainings=Two Facilitators



Cadre I from NISL: Cadre II NISL/MO

**Cadre III Missouri Trainers with NISL
Support**

Relevant, successful leadership experience

Content specific expertise

Train-The-Trainer Model Maximizes Effectiveness

- Developing a cohort of state-wide trainers
- Trainers must go through program + units on facilitation and coaching
- MO trainers are observed and mentored
- Certification contingent on observations
- Continued support for Missouri Trainers



Ongoing Tailoring for Missouri

- Missouri facilitators collaborating and developing activities which include Missouri initiatives
- Fidelity checks through NISL
- Missouri Teaching Standards
- Missouri Data
- MSIP/DESE Updates
- English Language Arts Unit Outstanding!

Ongoing, Continued Learning

- Online community established for participants
- Continued learning opportunities through Leadership Academy

University Connection

- Hours of credit
- Internship credit
- Other considerations

Community Partnerships

Community foundations have shown interest in partnering with schools participating in MoLEAD.

Participant Testimonials

Peggy Starks-Veteran Missouri Principal

“I finally realized why it took over a year to complete this program, ‘Learning Takes Time!’ MoLEAD has addressed key areas of leadership which I believe, if followed, will result in improved student learning, overall achievement, and effective leadership.”

Participant Testimonials

Jana Haywood—New Missouri Principal

“My MoLEAD journey has been amazing. Through my MoLEAD experience I have become equipped with numerous tools to create a school of high achievers. I am better prepared for instructional leadership. I am now a strategic thinker who understands that everything matters. Given proper supports and enough time all students can achieve.”

MoLEAD Principal 2014



Missouri Leadership for Excellence, Achievement and Development

MoLEAD

