

Leadership Options for Focus and Non-Funded Priority Schools

Administrator Mentoring Program (AMP)

Start Date: July 2016

Program Length: 12 months, 25 total hours of coaching

Target Principal: Principal with less than 2 years of lead principal experience

This system is designed to improve and strengthen leadership skills and professional practice. Training is provided by the Office of Educator Quality in collaboration with the Regional Professional Development Centers. Participants will receive intensive, customized support through personal interaction, phone, email, site visits and collaborative professional development.

What can new administrators expect from their AMP mentors?

You will receive assistance in positively impacting student performance, in completing a successful performance-based evaluation, and in ways to prosper and flourish in your new position. This will be accomplished through:

- Building a trusting relationship
- Guiding, modeling and coaching
- Reflective questioning
- Focusing on leadership traits
- Balancing challenge with support
- Problem solving

Missouri Leadership for Excellence, Achievement and Development (MoLEAD)

Start Date: July 2016

Program Length: 26 training days spread over 15 months

The program will focus on enhancing the instructional leadership skills of those involved in supporting schools. It will also be used to develop Missouri's future school leaders, including assistant principals, aspiring principals and teacher leaders.

The program combines best practices in teaching and learning, subject-area content knowledge, and leadership knowledge and practices, including:

- **Leadership knowledge and skills:** Strategic thinking; strong school culture and team building; data-driven organization; importance of systems; turnaround leadership competencies
- **Best practices in teaching and learning:** Coaching and teacher supervision; use of standards-based classrooms; formative assessment; instructional teams; compelling school vision; differentiated instruction; and professional learning communities
- **Subject-area knowledge:** Creating excellent school-wide programs in English language arts, mathematics and science; identifying and coaching toward strong instruction in the content areas
- **Best practices for delivery of adult curriculum:** 360° assessments; cohort-based; job-embedded learning; simulations; case studies; group discussion; and extended period of study

Leadership Academy

Start Date: June 2016

Program Length: 4 statewide and 9 regional training days spread over 12 months

Program Location: Statewide meetings are held in central Missouri. Regional meetings will be held in RPDC regions.

As a member of this year-long academy, learning will be focused on improvement of leadership performance as articulated in Missouri's Leader Standards and Quality Indicators. Leadership Academy emphasizes the importance of building capacity of instructional practices correlated to high academic achievement for students. Leadership Academy develops effective leaders who:

- Demonstrate their roles as lead learners
- Develop and cultivate positive, productive professional relationships
- Develop skills to effectively develop teachers
- Create and sustain a culture of continuous improvement

Concepts include:

- **Lead Learner:** Effective leaders demonstrate their role as lead learners.
- **Professional Relationships:** Effective leaders develop and cultivate positive, productive professional relationships.
- **Teacher Development:** Effective leaders develop skills to effectively develop teachers.
- **Continuous Improvement:** Effective leaders create and sustain a culture of continuous improvement.

SAM Process (National SAM Innovation Project)

Start Date: June 2016

Program Length: Year+ (June, 2016-August 2017) with option to continue

Program Location: School based with onsite training and optional professional development training including a three day national conference

Target Principal: Principals desirous of increasing time spent improving teacher practice and student learning while building leadership capacity

SAM is a daily professional development process using a unique set of tools to change a principal's focus from school management tasks to instructional leadership—activities directly connected to improving teaching and learning. Participating principal create a positive school culture fully concentrated on assisting teachers in teaching better to help students learn at higher levels. Principals use TimeTrack to plan their day and analyze time spent with each teacher and others tasked with student learning. Principals engage in a SAM Daily Meeting to reflect on impact and plan work for the next day. Participating in the SAM process allows the principal to give additional TimeTrack calendar to other leaders in the school to build leadership capacity and improve impact on teaching and learning. Currently over 700 school principals in 22 states use the SAM process including 85 principals and vice-principals in Missouri.

<http://www.samsconnect.com/wordpress/wp-content/uploads/2012/07/SAM-Info.pdf>

Concepts include:

- learning how you use your time and setting goals to align time with improved teaching
- using TimeTrack each day and participating in a SAM Daily Meeting to track time spent, schedule follow-up work and determine impact
- building a FirstResponder system to improve the management of the school
- building capacity of teachers to more effectively instruct students
- developing a positive school culture in collaboratively supporting student learning
- creating and sustaining continuous improvement especially in schools where it is needed most

For more information on any of the four programs listed above, contact:

Paul Katnik, Assistant Commissioner, Office of Educator Quality

573-751-2931