

# LEADERSHIP EXPERIENCES AND ADMINISTRATIVE DEVELOPMENT (LEAD)

## School Board of Broward County, Florida

An intensive One Year Program whose successful completion results in eligibility to apply for Assistant Principal positions in BCPS

**Current five-year Florida Teaching Certificate must show Educational Leadership, must be in a full-time instructional position in BCPS with three years of successful summative teaching evaluations and the recommendation/support of current school principal**

**Participants must take part in a competitive, multi-phase application process aligned to the Florida Educational Leadership Standards (FELS) to participate in the LEAD program**

All aspects of the program are aligned to the Florida Educational Leadership Standards (FELS)

### Summer School Assistant Principal Field Experience

Participants complete a three-week leadership field experience at a summer school site at the start of the LEAD program

### Program Exit Expectations

- Mastery of job-embedded competency tasks aligned to the FELS
- Meets or exceeds expectations for school-based work aligned to all eight of the FELS as evidenced in PLT meetings
- Timely submission of all work at a mastery level
- Successful exit interview
- Recommendation of site Principal, Assistant Principal mentor, and Department of Leadership Development

### Professional Learning Team Meetings

are held throughout the program with participant, principal, AP mentor and LEAD Program facilitator to monitor progress aligned to the eight standards of the FELS as indicated by LEAD program work, and leadership impact at school site.

**Mid-year and Summative Feedback** based on candidate progress and readiness for the AP position are completed by school-based principals and AP mentors

**Self-Awareness and Growth** to hold self and others accountable to the Principles of Professional Conduct for the Education Profession in Florida

### Supportive areas of focus include but are not limited to:

- Interaction Management for New Leaders
- **High Impact Feedback and Listening**
- Cultivating and Sustaining Relationships
- **Data Analysis and Equity**
- Discipline Policies/Procedures
- **Reflective Leadership**
- EEO and 504 Guidelines and Procedures
- **ESOL/ESE Policies and Protocol for Administrators**
- Data Driven Decision-Making
- **School Budget Basics**
- Safety Processes and Policies
- **Instructional Leadership/Leverage Leadership**
- Interviewing Tips and Practice
- **Collective Bargaining and Progressive Discipline**
- Current District Initiatives/Needs

Participants reflect using the Situation-Task-Actions-Results-Reflection (STARR) process for job-embedded competency tasks below:

- **Student Achievement Task** - Analyze school data to identify a specific area of need. Develop, implement, and monitor a plan to increase student achievement in area of need.
- **Faculty Development Task** - Create and facilitate interactive professional learning for instructional staff on an identified area of need. Discuss how the need was identified and include a plan for continued support and monitoring to include evidence of impact.
- **Operational Task** - Obtain experience and reflect on areas of school management including property and inventory, discipline management, communication to stakeholders, facilities management, safety/critical incidents, transportation, master scheduling, field trips etc.

### Professional readings

Collaborative reading activities enhance leadership skills and create a cohort of working peers who share experiences and best practices. Leadership articles are reviewed and current book titles include "Mindset" by Carol Dweck and "From Teacher to Leader" by Starr Sackstein.

### Cohort sessions

Participants attend two monthly meetings where learning topics are presented by experienced District specialists and school-based administrators and interactive learning activities develop instructional and operational leadership skills and knowledge.

### Mentoring

LEAD participants interact in level-specific Professional Learning Communities led by experienced Intern Principal mentors for learning, feedback, application of knowledge, interview experiences and leadership support.