

Connecticut

Education Leader Preparation

What are you doing on Education Leader Prep?

- Implement Standards/Performance-Based Preparation Program Requirements
- Expand and formalize teacher leadership preparation
- Work urban districts and higher education- develop cohort programs for administrator training and certification

How are you doing it?

- Implement 2003 Ed. Certificate Regulations
- Implement CT Administration Test (CAT) as program completion requirement
- Use CAT results to provide institutional feedback
- Align teacher leadership prep. to "count" towards education administrator prep

Progress to date...

- Implemented CAT
- SAELP-LEAD, prep. program discussions (e.g. district-based prep. strategies)

- New Certification Regulations begin July 1, 2003- will require models, best practices for internships, and performance outcomes administrative practices

Georgia

Education Leader Preparation

What is Georgia doing?

- Determining new policy
- Developing a new Charter program
- Creating a laboratory for new policy ideas
- Determining program critical success factors

How are we doing it?

- Crafted new policy from research and work on critical success factors by design team for Georgia's Leadership Institute for School Improvement
- Drew together two laboratories—LEAD school district and university affiliated with the Leadership Institute to co-lead and pilot a 'charter' preparation program
- Lessons learned through Leadership Institute used to refine new policy for preparation and initial certification

Progress to date:

- Policy in place
- Critical success factors identified
- Charter program development ready to kick-off

Illinois

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Traditional university certification programs
- Illinois Administrator's Academy (which is increasing the required hours from 90 to 150, and includes mentoring)

How are you doing it?

- Illinois is exploring different ways to get alternative avenues in place.
- The state is setting up non-traditional cohort certification programs for both principals and superintendents, in which the curriculum is tailored to meet the needs of the students.

Progress to Date...

- The principal's cohort is just getting off the ground (in collaboration with the LEAD district).
- There is greater awareness that these kinds of programs need to happen.

Indiana

Education Leader Preparation

**What are you doing on Education Leader Preparation?
How are you doing it?**

- SAELP Consortium is conducting a statewide survey of principals, superintendents & school board members to collect information on preparation program curriculum, focus on teaching & learning, and redesign
- Data on preparation programs from the statewide survey will be included in the IN Promise SAELP statewide study report and to the IN General Assembly Interim Study Commission on Leadership
- IN Professional Standards Board & members of the IN Promise SAELP Consortium are conducting a series of preparation program meetings to begin dialog with university preparation program faculty & members to collaborate on standards, curriculum and program redesign

Top 3 Strategies:

- Surveying every principal and superintendent in the state and a representative sample of state and local school board members
- Using data collected to inform IN General Assembly Interim Study Commission and proposed legislation
- Working with IN Professional Standards Board and SAELP Consortium to begin partnering with university preparation program partners

Progress to Date...

- June 1 – Preliminary Results on IN Promise SAELP Consortium statewide study will be released.
- August 1 – Complete Monograph Report on IN Promise SAELP Consortium statewide study will be released

Iowa

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Iowa adopted the ISLLC standards with revisions -- all preparation programs must be based on the “Iowa Standards for School Administrators”
- New rules governing program approval and implementation were adopted
- A consultant from out-of-state has been hired to develop guidelines and provide T/A to all the preparation institutions

How are you doing it?

- Professors from each preparation program now meet together to plan
- TA is being offered to help professors adjust teaching methods and develop programs that will meet the new rules
- Assistance is being provided to encourage “alternative preparation” programs

Progress to Date...

- Progress – new standards – new rules – new program applications due in a few months

- Lessons learned – It is very difficult to change the culture of colleges and universities – having someone guide the transformation with as much or more expertise than the professors in your state is very important -
- There can be unintended consequences from adopting and raising standards – some colleges/universities may want to leave the business

Kentucky

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Reviewing the roles of the principal/superintendent as they relate to student achievement, school improvement and achievement gap efforts
- Improving school and preparation program partnerships
- Reviewing barriers to the educational leadership career track

How are you doing it?

- Building strong educational consortiums (Council on Post-Secondary Education, Educational Professional Standards Board, Kentucky Board of Education, Kentucky Department of Education, Schools, Colleges)

- and Universities) to effectively prepare school administrators
- Aligning KDE (Standards and Indicators for School Improvement), ISLLC and Kentucky Professional Standards Board standards to effectively train school administrators
 - Identifying district/school demonstration sites to research effective administrative practices

Progress to Date...

- Kentucky has studied pool of administrators in order to gain insight to recruit, train and retain educational leaders
- Kentucky has learned that change in educational leadership will require top-down/bottom-up approaches
- Policy changes need to be grounded in practice in successful schools and based on accurate information, not anecdote

Massachusetts

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Defining the roles and responsibilities of administrators.
- Forming an Aspiring Administrator Network to recruit new administrators.
- Creating multiple routes to licensure.
- Developing succession-planning protocols.

How are you doing it?

- Developing Leadership Profiles to identify the roles and responsibilities of administrators (beginning with the school principal). Leadership Profiles will include recommendations for the ways a school can be restructuring to change the job of administrators.
- Hosting Aspiring Administrator events to connect those interested in becoming administrators with preparation programs.
- Developing program approval standards for existing and new preparation programs.
- Working with pilot programs, including our LEAD district's preparation program to help them become approved programs.

Progress to Date...

- We have begun surveying existing preparation programs and districts to clearly identify the need, shortage areas, and possible pipeline issues.
- We have begun the informal program approval process with our LEAD district preparation program.

Missouri

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Framing all of our work within the ISLLC standards
- Involving higher education as a major stakeholder
- Induction into administration is our purposeful policy focus

How are you doing it?

- By empowering the Missouri Professors of Educational Administration to be the conduits of development and change
- By requiring our Demonstration Sites to partner with institutions of higher education
- By immersing our major policymakers in the work

Progress to Date...

- Legislation has been written to develop a mentoring plan for 1st and 2nd year school administrators
- Our consortium has adapted a clinical preparation model
- Adjunct professors are being trained in the ISLLC standards
- MPEA is developing a “Future’s Conference” for professors and practitioners in our state
- Several of our LEAD districts have continued with the work that they described in their application without the benefit of the grant monies

Lessons learned...

Information is power; diversity is strength; complacency is death. Missouri’s unscripted benefits are surpassing the scripted ones.

Montana

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Ensure alignment of Preparation Programs with ISLLC Standards
- Amend Board of Education Accreditation Standards to align with ISLLC Standards
- Examine ISLLC Portfolio Assessment or SSA/SLLA as exit exam from Preparation Programs and certification requirement

How are you doing it?

- Audit of programs
- Propose Board of Education Rule change
- Task force to study certification changes

Progress to Date...

- Preparation Programs meeting to discuss strategies
- Task force for certification established

Lessons Learned:

- Collaboration and inclusion of all stakeholders critical

- Open communications is critical to minimize change resistance

New Jersey

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Developing state administrator standards and requiring college programs to redesign their programs to reflect them
- Proposing a partnership with NCATE
- Requiring admin. prep. programs to redesign based on standards and reviewing them through a national panel of experts to assure alignment

How are you doing it?

- NJ SAELP Consortium is developing standards and seeking input through a Governor's summit
- Regulatory action will be needed for NCATE partnership

Progress to Date...

- Governor's Summit to be held in May
- Preliminary DOE exploratory meeting with NCATE

- Inclusion of proposed changes including NCATE partnership and administrator standards in discussion paper for administrative code changes
- Lessons learned: The importance of assuring stakeholder buy-in and involvement in the decisionmaking process

Oregon

Education Leader Preparation

What are you doing on Education Leader Preparation?

- Comprehensive State Policy Audit
- Establish Administrative Standards
- Stakeholder Recommendations for Policy Enhancement

How are you doing it?

- Hired intern to work with higher education to develop comprehensive state policy audit on education leadership. Collaboration with higher education system
- Established state administrative standards, review best practices in administrative development
- Distributed Consortium tasks to ensure broad participation of stakeholder groups

Progress to Date...

- Policy Audit is complete and ready for analysis by state consortium
- Standards have been developed, State Consortium will review and make policy recommendations
- Higher Education institutions have agreed to stay within similar range of credit hours for licensure requirements
- Surveys and research are ongoing, State Consortium will review input for policy development

Lessons Learned...

- Significance of compromising across stakeholders (School administrators, local school boards association, Administrator

- licensing Commission, Higher Education, Oregon Education Association, etc).
- Higher education representatives meet on a regular basis to discuss licensure. Each member represents either a public or a private institution

Vermont

Education Leader Preparation

What are we doing on Ed Leader Prep?

- Alternative routes to endorsement
- Regional collaboratives for field-based programs
- Accessibility of endorsement coursework

How are we doing it?

- Reviewing alternative models & identifying areas for regulatory revision
- Selecting evolving field-based program for aspiring leaders as pilot site
- Building higher ed collaborative to support field-based programs
- Surveying new principals re prep programs

Progress to Date...

- Reviews and surveys in progress
- Senate Ed Committee unanimously passes resolution to form Ed Leadership Policy Council

- Ed admin programs update coursework and offer endorsement coursework in summer

Lessons learned

- Patience!
- Collaboration increases power of SAELP
- Publicity matters

