

STAFF DEVELOPMENT COMPONENT INFORMATION

COMPONENT TITLE: Preparing New Principals Program – Phase II (revised 2006)

IDENTIFIER NUMBER: 7507026

MAXIMUM POINTS: 60

GENERAL OBJECTIVE: To prepare assistant principals and other district administrators to become eligible for Level II Principal Certification through seminars, collegial dialogue groups, book studies and performance-based activities in the job setting.

SPECIFIC OBJECTIVES:

Within the duration of the program, participants will document the ability to:

1. Demonstrate the ability to establish/promote a positive learning culture. (2 points)
2. Demonstrate the ability to provide an effective instructional program. (2 points)
3. Apply best practices to student learning, especially in the area of reading and other foundational skills. (2 points)
4. Manage the organization, operations, facilities, and resources in ways that maximize the use of resources in an instructional organization. (3 points)
5. Promote a safe, efficient, legal, and effective learning environment. (3 points)
6. Monitor the success of all students in the learning environment. (2 points)
7. Align the curriculum, instruction, and assessment processes to promote effective student performance. (2 points)
8. Demonstrate the ability to use a variety of benchmarks, learning expectations, and feedback measures to ensure accountability for all participants engaged in the educational process. (2 points)
9. Demonstrate the ability to plan effectively. (2 points)
10. Demonstrate the ability to use critical thinking and problem solving techniques. (2 points)
11. Collect and analyze data for continuous school improvement. (2 points)
12. Plan and implement the integration of technological and electronic tools in teaching, learning, management, research, and communication responsibilities. (6 points)
13. Recruit, select, nurture, and, where appropriate, retain effective personnel. (2 points)
14. Demonstrate the ability to develop mentor and partnership programs. (2 points)
15. Design and implement comprehensive professional growth plans for all staff – paid and volunteer. (2 points)
16. Demonstrate the ability to act with integrity, fairness, and honesty in an ethical manner. (6 points)
17. Demonstrate the ability to establish a personal vision for the school using appropriate knowledge and skills. (2 points)
18. Articulate a shared vision that is supported by the larger organization and the school community. (2 points)
19. Implement a shared vision that is supported by the larger organization and the school community. (2 points)
20. Demonstrate the ability to collaborate with families, business, and community members. (2 points)

21. Demonstrate the ability to respond to diverse community interests and needs. (2 points)
22. Demonstrate the ability to work effectively within the larger organization. (1 point)
23. Demonstrate the ability to mobilize community resources. (1 point)
24. Understand, respond to, and influence the personal, political, social, economic, legal, and cultural relationships in the classroom, the school, and the local community. (6 points)

PROCEDURES:

Participants will:

1. Participate in required learning experiences throughout the school year and during the summer.
2. Submit required documents verifying application of learning.
3. Accomplish two (2) individual leadership professional development objectives during each year of the program.
4. Participate in voluntary learning experiences that may assist in the successful accomplishment of the identified individual leadership professional development objectives.
5. Submit a portfolio documenting on-the-job application of the 10 Florida Leadership Standards.

FOLLOW-UP:

1. Participants provide a portfolio documenting “on-the-job” application of each standard.
2. Participants participate in a one-on-one interview with the PNP program facilitator to monitor implementation and discuss implementation issues.
3. Participants have a school-based mentor administrator for coaching opportunities within the program.
4. Web-based resources are provided as an element of support.
5. There are also networking opportunities provided to the program participants outside of the specific program requirements as available.

EVALUATION:

Participants will:

1. Demonstrate competency in the 10 Florida Leadership Standards by submission of a portfolio documenting on-the-job leadership experiences in each of the Standards; documentation will explain how the standard was implemented and the resultant impact in the job setting.
2. Demonstrate skill in accomplishing the tasks on the Function/Task Analysis Checklist.
3. Submit evidence of accomplishment of the two individual professional development objectives set at the beginning of each year of the program.

COMPONENT EVALUATION:

The participants will assess the degree to which the procedures, content and delivery format address the specific objectives and make recommendations for revision through participant feedback documents such as survey/questionnaire.