

Staff Development Component Information

COMPONENT TITLE: Leadership in Performance and System Designs

IDENTIFIER NUMBER: 7507031

MAXIMUM POINTS: 60

GENERAL OBJECTIVE:

This professional development program is design to enhance school leaders understanding and application of performance indicators (objectives 1-7) and system design elements (objectives 8-15) that assist in creating a safe and effective learning environments that promote student achievement.

RESEARCH BASE:

The Leadership Brain, David Sousa 2003

The Power of Full Engagement, Jim Loehr & Tony Schwartz 2003

Principle-Centered Leadership, Stephen Covey 1992

The Flippen Group: Flippen Leadership Series, 2005

SPECIFIC OBJECTIVE:

Within the duration of this program, participants will:

1. Demonstrate an understanding of the differences in the role of the principal as manager and an instructional leader.
2. Demonstrate an understanding of the differences in activities performed by the principal as a manager and an instructional leader.
3. Demonstrate an understanding of leadership practices that involve modeling by example, caring for others and mentoring/coaching.
4. Demonstrate an understanding of teamwork as an effective way to share leadership.
5. Demonstrate an understanding of the change process to enhance productivity.
6. Demonstrate an understanding of personal leadership skills that effect performance.
7. Demonstrate an understanding of effective strategies that build positive relationships.
8. Demonstrate an understanding of how to form a shared vision within the school culture.
9. Demonstrate an understanding of how to build a mission statement within the school culture.
10. Demonstrate an understanding of personal core principles and how they relate to leadership.
11. Demonstrate an understanding of how alignment between core principles, vision /mission and goals are related.
12. Demonstrate an understanding of how to develop a strategic plan.
13. Demonstrate an understanding of how the operational plan facilitates goal attainment.
14. Demonstrate an understanding of specific accountability strategies.
15. Demonstrate an understanding of continuous improvement methods that promote success.

PROCEDURES:

During the delivery of this professional development program, participants will engage in some or all of the following:

1. Be an active participant in professional development opportunities.
2. Read research-based best practices from a variety of current academic journals and texts.
3. Simulate and or modeled skills and practices.
4. Observe specified content via video/technology.
5. Engage in small-group directed discussions and activities.
6. Record reflections.

EVALUATION OF PARTICIPANTS:

Participants must demonstrate a mastery of the component's specific objectives as measured by assessments, or other valid measures.

FOLLOW-UP ACTIVITIES:

Participants will apply their learning by accomplishing at least one of the following methods as determined by the professional developer:

1. Providing written reflections.
2. Gathering samples of applied skills.
3. Developing a portfolio.
4. Publishing an article, newsletter, or best practice stating impact to student achievement as a result of implementation.
5. Collecting and sharing of data that demonstrates analysis of impact to adult or student learning.
6. Providing notes of modeled skill, mentoring, coaching, and/or collegial conversations.

COMPONENT EVALUATION:

Participants and instructors will assess the degree to which the activities addressed the specific objectives and will make recommendations for revisions through a component evaluation.