



PARAMOUNT UNIFIED SCHOOL DISTRICT

OUR MISSION IS TO ENSURE LEARNING AND SUCCESS FOR EACH STUDENT BY PROVIDING A QUALITY EDUCATION.

# Creating a Leadership Development Program

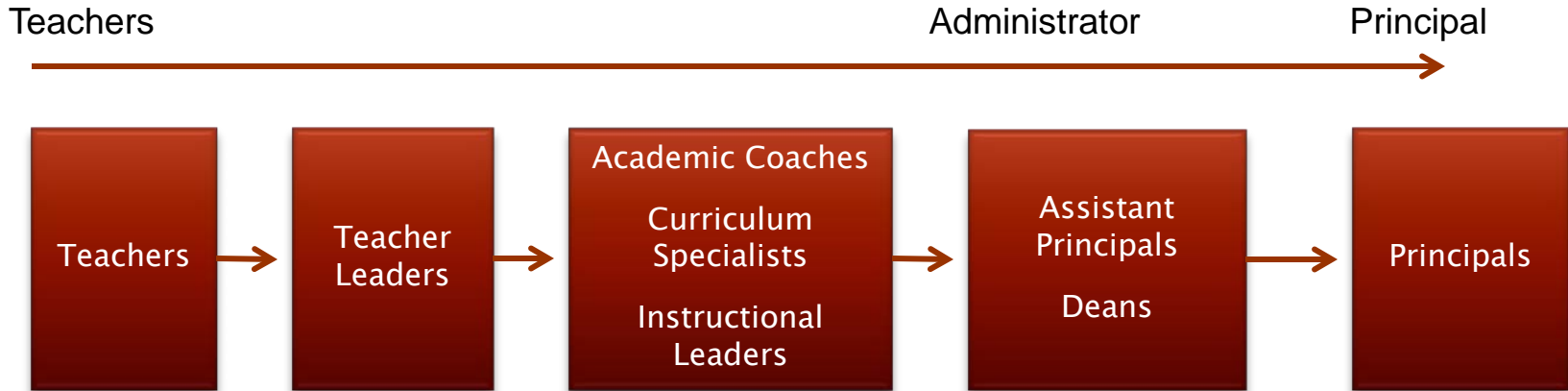
Board of Education Meeting  
November 18, 2015

Delores Stephens, Co-Interim Superintendent  
David J. Verdugo, Ed.D., Co-Interim Superintendent  
Deborah Stark, Ed.D., Assistant Superintendent  
Adrian Ayala, Director of Leadership Development

# Purpose of the Presentation

- ▶ To understand the rationale for an effective leadership coaching program designed to support the growth of educational leaders.
- ▶ To outline the Leadership Development Program components.
- ▶ To provide an overview of the implementation process and timeline for the Leadership Development Program
- ▶ Next Steps

# Traditional Pathway to the Principalship in Paramount Unified School District



# Why Effective School Leadership is Necessary

- ▶ Among all school-related factors that contribute to what students learn at school, leadership is second only to classroom instruction.
- ▶ Leadership coaching is needed to provide support to new administrators and cultivate effective future leaders.
- ▶ Leadership has a profound influence in turning around schools to maximize performance.

# What are the Components of a Leadership Development Program?

- ▶ A program designed for new administrators to foster individual growth in order to support improved student achievement.
- ▶ An effective local leadership coaching program that utilizes Coaching Leaders to Attain Student Success.
- ▶ Coaching-based program that will also provide a Clear Administrative Credential for new administrators.
- ▶ Model program would be based on a partnership between the District, Association of California School Administrators (ACSA) and the New Teacher Center.

# How will the Leadership Development Plan be Implemented?

- ▶ PUSD will provide in-house coaching for new administrators.
- ▶ ACSA will provide the Clear Administrative Credential.
- ▶ New Teacher Center will provide the curriculum and materials.

# Program Components for Candidates

Coaches will be trained to provide new administrators:

- 40 hours individualized, on-site leadership coaching
- 20 Hours of Professional Development on Administrative Standards
- Collaborative structure for support
- Project based

# Timeline

December 2015–March 2016	Form Leadership Development Committee
March 2016	Submit ACSA/New Teacher Center application
April–May 2016	Identify coaches for positions
August 2016	Training for Coaches with ACSA/New Teacher Center
September 2016	New Coaches Orientation with ACSA/New Teacher Center
October 2016	Coaches begin new assignments



# Questions