



Governor's Academy for School Leadership



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Welcome and Introductions

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Agenda

- GASL program overview
- Curriculum modules and academy training
- Internship experience
- Selection process
- Program logistics
- Questions

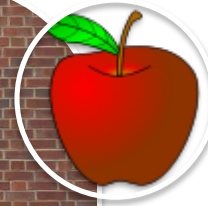




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GASL Program Overview

GASL Partnership



*Local
District*



*Governor's
Office*



*Vanderbilt
University*



*Department of
Education*

Mission

*The mission of GASL is to prepare a cohort of **transformational school leaders** who will **improve school effectiveness** and performance and unlock educational opportunities for **all students**.*

Why GASL?

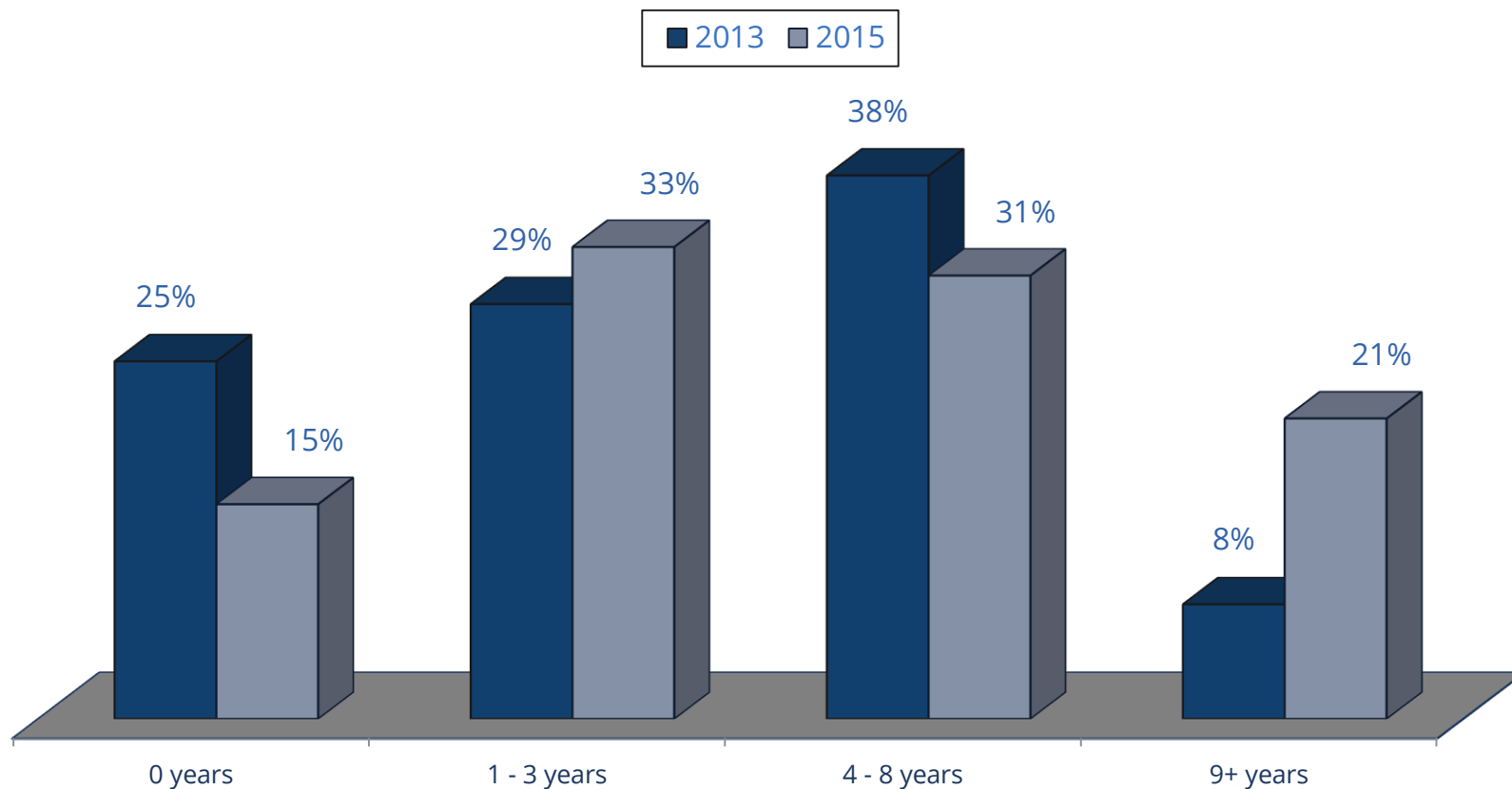
- Gov. Haslam's vision
- Data on Tennessee principal experience
- 94% of districts likely to participate in statewide cohort-based aspiring principals academy (2013 survey)



The Distribution of Principal Characteristics in Tennessee

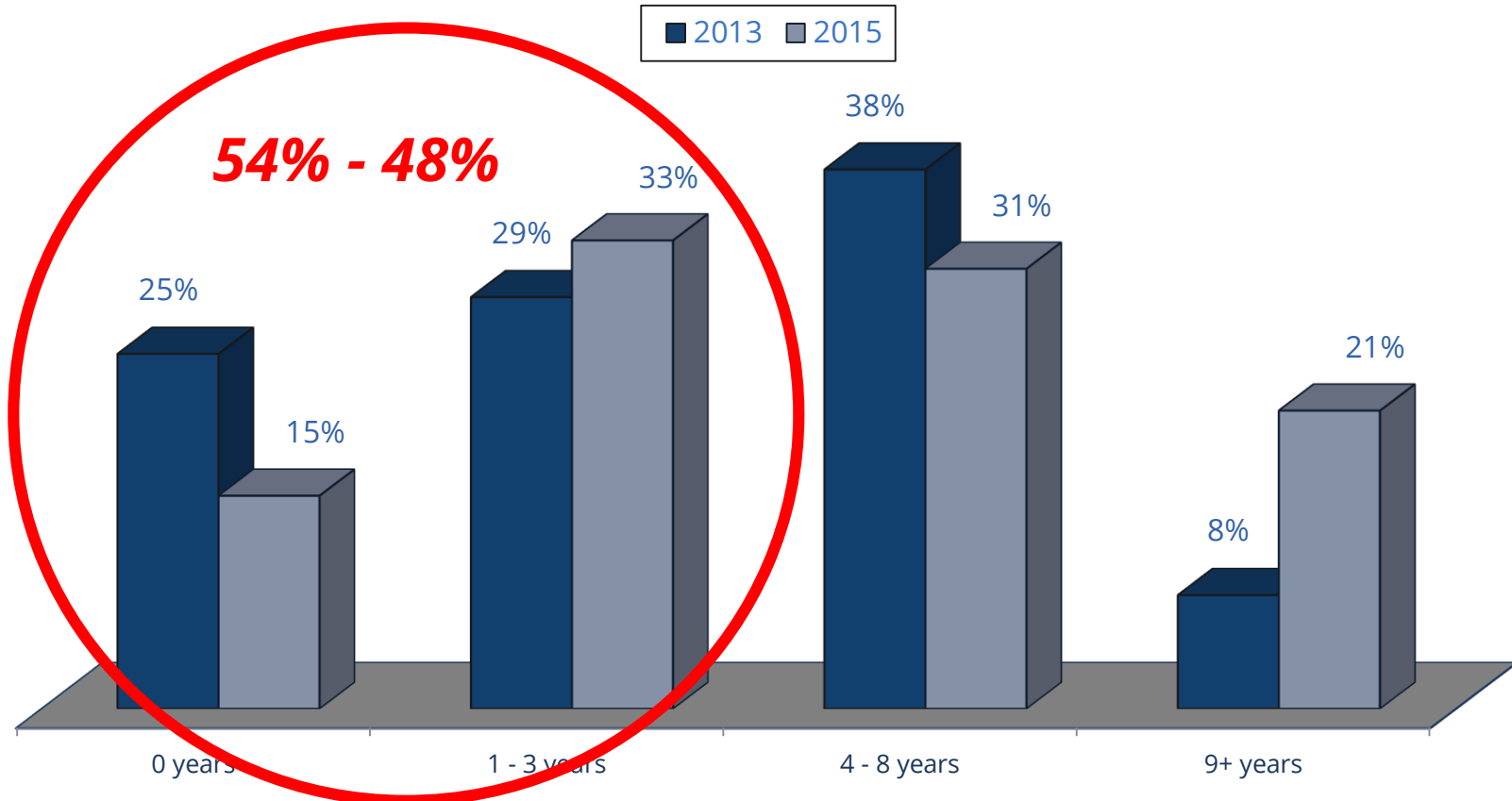
Why GASL?

Years completed as a principal



Why GASL?

Years completed as a principal



Why GASL? Principal path in Tennessee

TN Principals 2015

88%

From within the
same district

70%

Promoted from
assistant principal

41%

Completed 3 years
or fewer as an AP
(60% in 2013)

35%

From within the
same school
(55% in 2013)

Principal turnover in TN, 2014

1,578 schools could identify principal in 2014

In addition to this 236, data suggest that TN gained 33 new schools in 2015, for a total of **269** vacancies

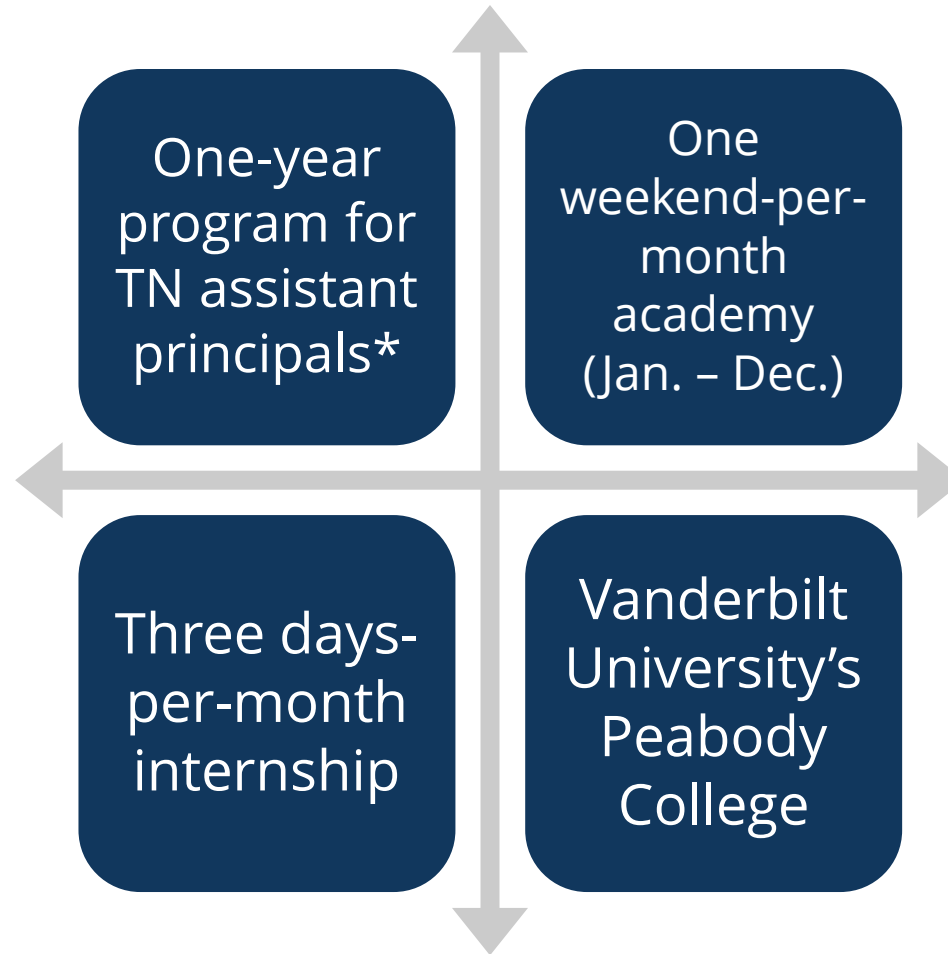
1,342: continuing principal in 2015 (85%)

236: different principal in 2015 (15%)

69 moved to new principal job (4%)

167 no longer a principal in 2015 (11%)

GASL Overview



*Preferably within first three years as an AP

Program Benefits for Fellows

- ***Specifically designed classes to support competency as a transformational school leader***
- Ongoing mentorship by highly effective principal and support from home principal
- ***Connection with network of school leaders across TN***
- Job-embedded professional growth aligned with TILS
- Regular internship in mentor's school (3 days per month)
- Licensure advancement option
- Certificate from Vanderbilt University
- Travel allowance to help support a portion of out-of-pocket costs (fellows will be responsible for approximately 65% of their own travel expenses)

Program Benefits for District, Mentor, and Home principal

- Increase leader capacity within the district
- Opportunity for fellow, mentor, and home principal to be coached by experienced educators trained in coaching
- Connection with network of school leaders across TN
- Job-embedded professional growth aligned with TILS
- High-quality coach training from Vanderbilt University for mentors
- Travel allowance to help support mentor's travel

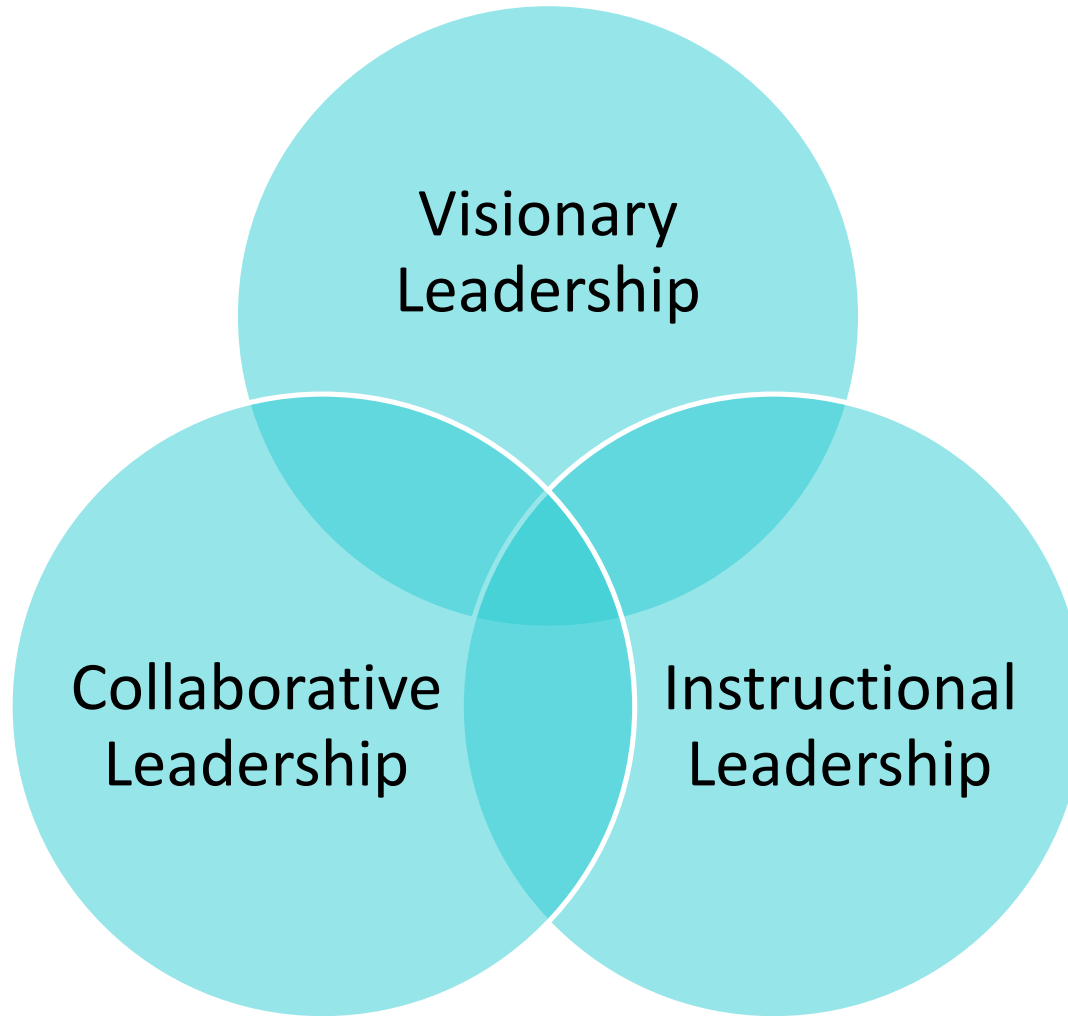


Curriculum modules and training academy

GASL Curriculum Development

- Input from directors of schools in TN
- Institutes of higher education
- Tennessee Department of Education
- Tennessee Instructional Leadership Standards (TILS)

Curriculum Strands



Modules (Peabody Faculty)

Instructional Leadership for School Improvement (Dr. Joe Murphy)

Instructional Leadership for Curriculum Design and Delivery (Dr. Heather Johnson)

Instructional Leadership for data analysis, use, and planning (Dr. David Laird)

Leadership coaching and conflict management (Dr. Mark Cannon)

Collaborative leadership within the school (Dr. Marcy Singer-Gabella)

Leadership for external school culture and community (Dr. Erin Henrick)

Instructional leadership in learning diversity and culture (Dr. Kim Paulsen)



Internship experience

GASL Internship

- Uniquely designed in collaboration with the local district (district office, mentor, and home principal) to meet individual needs
- 3 days per month in mentor's school
 - Scheduled at convenience of district, fellow, mentor and principal
 - Must be at least three days per each month
 - This does NOT include time for travel to Vanderbilt (this is the fourth day if needed)
- Exploratory, Problem of practice, implementation

GASL Internship: Fellows

- Maintain a reflection log of experiences and learning
- Complete a self-evaluation and survey
- Problem of practice and consultancy groups

GASL Internship: Mentors

- Practicing school principals
- Different school placement than the fellow
- Must not be the fellow's immediate supervisor or primary evaluator
- Host the fellow in their school three days per month
- Mentor training will take place during the February academy weekend and also two days during the summer institute in June
- Mentors and home principals are NOT expected to attend regular weekend academy sessions



Nomination and selection

Nomination Process

**Directors or designee
must nominate online**

**Fellow & mentor are
nominated as a pair**

**Submit district letter
of commitment**

**Nomination window is
open until Sept. 22**



Selection Process

Nominees who meet the required GASL qualifications will be invited to complete a detailed application.



Applications will be reviewed by a GASL selection committee made up of representatives from the Governor's office, Vanderbilt University, and the department.



Selected fellow and mentor applicants from each region will be invited to an in-person interview. Home principals may be asked to participate in a phone interview.

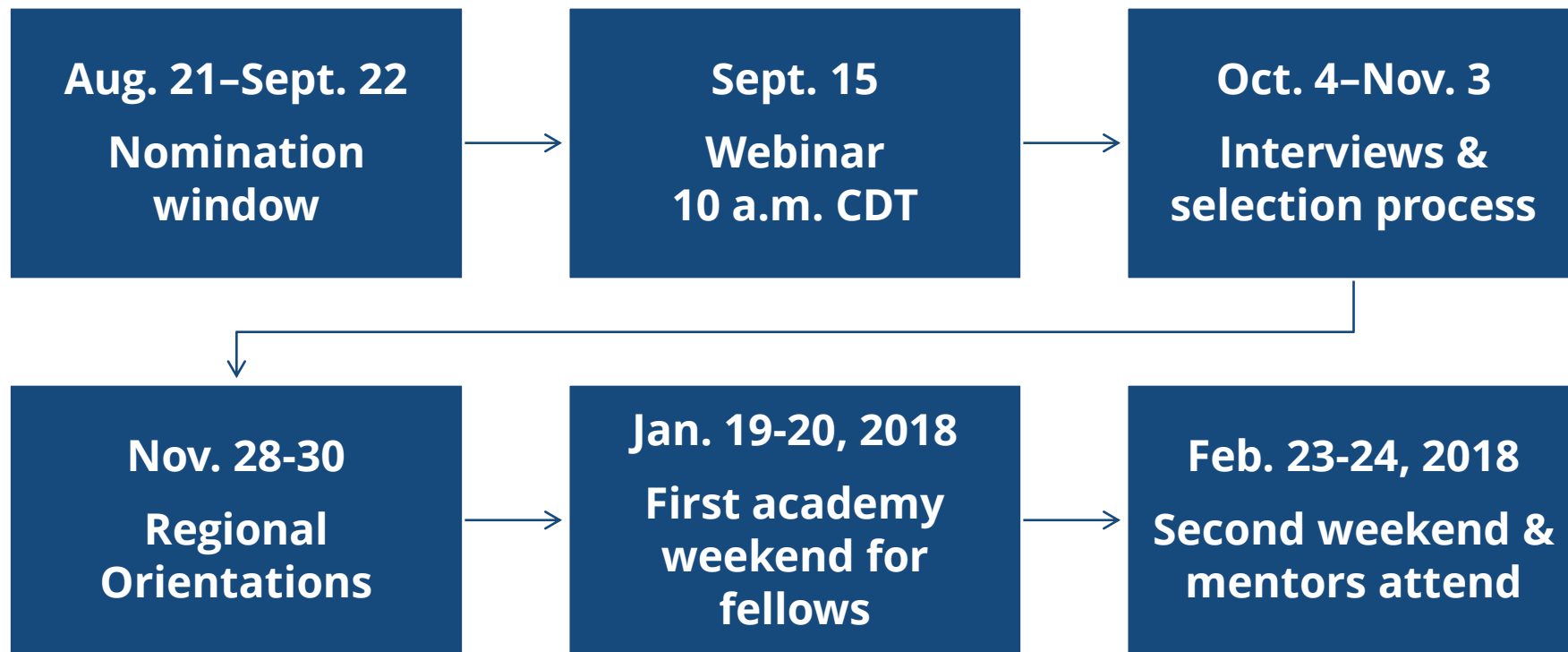


Final selections by the committee will be based on application criteria including evaluation scores, writing samples, interview, district need, and balance across state regions.



Up to 25 fellows will be selected.

2018 Cohort Timeline



Tentative Regional Interview Dates

West Tennessee

Oct. 4th – Martin

Oct. 5th – Jackson

Middle Tennessee

Oct. 6, 20, 26 – Nashville

Oct. 19 - Shelbyville

East Tennessee

Oct. 23 & 24 – Knoxville

Oct. 25 – Kingsport

Applicants selected for an interview will receive an invitation with specific details. Fellow and mentor will interview together.



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Other program logistics

Academy Logistics

- Academy training will take place at Vanderbilt University
- One-weekend per month (Jan. – Dec.)
- Typical weekend sessions
 - Fridays: 4:00 p.m. – 7:30 p.m. CT
 - Saturdays: 8:00 a.m. – 4:00 p.m. CT
- Light snacks provided on Fridays
- Light snacks and lunch provided on Saturdays
- Summer Institute: June 11-15, 2018 (Monday – Friday)

2018 Academy Training Dates

January 19-20

February 23-24*

March 16-17

April 20-21

May 18-19

June 11-15**

July 20-21

August 24-25

September 21-22

October 19-20

November 9-10

December 14-15

*Fellows and mentors

**Summer Institute (Monday – Friday)

Beyond GASL I

- ***GASL I – Leading for school & community improvement***
 - Year one academy and internship
 - Weekend sessions at Vanderbilt
- ***GASL II – Leading with vision and network support (2018)***
 - Open to fellows who complete GASL I
 - 3 collaborative sessions (east, middle, west)
 - TASL credit will be requested
 - Continued networking
- ***GASL III – Leading as the principal: Induction support (2018)***
 - Open to fellows who are placed as principals
 - Monthly coaching support
 - Regular opportunities to network

Feedback from participants

- *18 fellows have been promoted to principal or district supervisor within one year or less of completion*
- *7 of the 23 current 2017 fellows have been promoted to principals this year*
- *On a scale of 1-10, 95% of GASL fellows and mentors in the first two cohorts ranked GASL as 7 or higher in describing if they would recommend GASL to others (90% of fellows and 81% of mentors ranked 9 or above)*
- *100% of current fellows reported that **networking** and/or **class sessions** as what they liked the most*

Questions

- Additional program information is available at the department's website under "Leader Resources"
- Contact:
Hank.Staggs@TN.gov





Districts and schools in Tennessee will exemplify excellence and equity such that all students are equipped with the knowledge and skills to successfully embark on their chosen path in life.

Excellence | Optimism | Judgment | Courage | Teamwork