



Principal Preparation: Instructional Leadership Policy & Processes

Overview of Discussion

- Provide information about the Instructional Leader Preparation **Workgroup**
- Share an overview of **proposed Annual Reports metrics** and discuss next steps
- Outline next steps for developing **additional recommendations for policy changes** related to principal/school leadership preparation

Instructional Leader Preparation Workgroup

- Composition:
 - **7 members** representing 4 EPPs and 2 districts
- Timeline:
 - **Two meetings** (July and August 2017) and **virtual follow-up**
- Tasks and outcomes:
 - Reviewed key aspects of the Learning Centered Leadership and Educator Preparation Policies
 - Developed reporting expectations (domains and metrics) for instructional leader preparation programs
 - Determined most impactful strategies for incorporating requirements for instructional leader preparation programs into existing EPP policy

Annual Report Metrics

- Domain 1 – Recruitment and Selection
 - Metrics include:
 - Percentage of candidates from an **underrepresented racial and/or ethnic group**
 - Performance on the **TEAM** professionalism rubric (for teachers) and additional EPP/LEA identified data demonstrating leadership potential

- Domain 2 – Employment and Retention
 - Metrics include:
 - Percentage of **completers employed** in a qualifying leadership position
 - Percentage of **completers retained** in a leadership position

- Domain 3 – Completer and Employer **Satisfaction survey** data

Annual Report Metrics

- Domain 4 – Completer Outcomes and Impact
 - Outcome metrics include:
 - Program **completion rates**
 - **Pass rates** on the School Leader Licensure Assessment
 - Impact metrics include:
 - Distribution of **overall evaluation ratings** (reminder: includes TNReady and other achievement measures)
 - Distribution of **observation ratings**
 - Distribution of **school-wide growth ratings** (limited to principals employed and retained in a school for three years)
 - **Growth on ACT** performance (limited to principals employed and retained in a high school for three years)
 - Results from the **TN Educator Survey** (school climate and leadership)
 - **Retention of effective teachers**

Annual Reports - Next Steps

- Spring 2018
 - Gather stakeholder feedback on proposed metrics
 - Conduct analyses on existing data to determine gaps and identify baselines (where possible)
- Summer/Fall 2018
 - Develop data reporting expectations and processes
 - Convene working group to review data and begin development of thresholds
- Winter 2019
 - **Release initial annual reports** for instructional leader programs

Policy Recommendations - Next Steps

Incorporate recommendations for instructional leader preparation into the following areas:

- Program Eligibility
- Procedures for Approval
- Candidate Admission
- Clinical Experiences
- Specialty Area Standards
- Partnerships



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