

Turnaround Leaders Program Provider Information

Provider Name	NYC Leadership Academy
Provider Programs	Foundations of Principal Supervision
Contact Person	Mary Jo Dunnington
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Provider Contact Required Before Submitting EASI Application?	Not required but preferred
Program Overview	<p>NYCLA’s Foundations of Principal Supervision (FPS) is a year-long, blended professional learning program designed to build the capacity of district leaders whose role includes principal supervision. The program focuses on helping participants strengthen skills around developing and supporting school leaders, and on balancing support with supervision.</p> <p>FPS focuses on the following themes:</p> <ul style="list-style-type: none"> • Role and Impact of the Principal Supervisor <ul style="list-style-type: none"> – Leverage national leadership standards to define what a principal supervisor needs to know and be able to do to most effectively support principals. – Use NYCLA’s Principal Supervisor Reflection Tool to collect and analyze principal supervisors’ perceptions of their individual practice. The results are confidential, shared only with individual participants and used by NYCLA to support goal setting and program delivery. – Develop and implement a coherent theory of action for principal supervisors to best consistently support principals across the district. – Develop a strategic plan for your network of schools including a plan to mobilize stakeholders around your vision • Instructional Leadership <ul style="list-style-type: none"> – Review and analyze school and principal performance data across each principal supervisor’s network of schools. – Use data to assess performance against current strategic plans. – Develop protocols and strategies that help principals accurately interpret data and identify patterns, trends and instructional needs. – Design and practice a specific process for learning walks to calibrate and improve the practice of principals you supervise as equity leaders. • Design professional development plans for the principals you supervise for the balance of the current school year and/or the next school year. Equity <ul style="list-style-type: none"> – Self-assess against NYCLA’s 5 equity leadership dispositions. – Develop awareness of your own blind spots, assumptions, and biases when it comes to race. – Diagnose inequitable structures, policies and practices across your schools and develop a plan of action to address them – Learn to how to help your leaders set equity-focused goals and create an actionable plan to achieve those goals. – Design and practice a specific process for equity walks to calibrate and improve the practice of the principals you supervise as equity leaders. • Coaching

	<ul style="list-style-type: none"> - Engage in intensive training in NYCLA’s signature facilitative, competency-based leadership coaching model where you will learn how to strengthen trust, promote targeted and critical reflection, and support leaders in identifying and applying high impact action steps to dismantle inequitable practices and accelerate school transformation and student learning. - Learn and practice coaching strategies that balance coaching with evaluation. - Use data to provide actionable feedback to principals that provokes thinking, creates conditions to promote “healthy” discomfort and opens opportunities for reflection. - Learn and practice having difficult conversations with principals to address underperformance using evidence-based feedback. - Assess principals’ learning needs and priorities based on principal and teacher evaluation data. - Recognize the biases and beliefs you bring into the coaching relationship. - Develop strategies to minimize the biases and beliefs as well as learn strategies to establish the coaching relationship through building trust. <p>The experience also gives participants the opportunity to:</p> <ul style="list-style-type: none"> • Collaborate with a national cadre of peers to solve challenging problems • Analyze real data from their districts to pinpoint effective interventions • Apply theory to practice • Strengthen their vision and plan for the year ahead
<i>Program Location</i>	In person sessions take place in New York City and another location that changes each year based on where participants are from; the rest of the program is delivered virtually. NOTE: NYCLA can also deliver an adapted version of this training for individual districts.
<i>Program Timeframe and Scope</i>	<ul style="list-style-type: none"> • Summer Institute: July 2019 (5 days; training takes place in NYC) • Year-long virtual learning community • 1:1 coaching during the program • Year-end convening: Spring 2020 (2 days; location TBD)
<i>Participants this Program will serve</i>	<input type="checkbox"/> Teachers <input type="checkbox"/> Aspiring Leaders <input type="checkbox"/> Current Principals <input type="checkbox"/> District Staff <input checked="" type="checkbox"/> Principal Supervisors (new and experienced) <input type="checkbox"/> Other:
<i>Number of Seats Available summer or fall 2019</i>	Approximately 28 seats available for 2019-20 cohort
<i>Cost per Participant</i>	\$5,000 plus travel costs
<i>Application Process, Timeline, Due Dates</i>	Participants interested in the 2019-20 cohort should contact NYCLA no later than April 2019 to register.

<i>Credential Issued (if any)</i>	<input type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Certificate of Completion <input type="checkbox"/> Type D License <input type="checkbox"/> Other:
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