

Turnaround Leadership

Learning from Jones Senior High School

Presented to the N.C. Legislature Education Subcommittee

Pascal Mubenga, Ph.D.

Jones Senior High School's Data

Year	EOC Composite	Designation
2005-2006	50.9%	Priority
2006-2007	60.7%	Priority
2007-2008	64.4%	School of Progress
2008-2009	72.6%	School of Progress
2009-2010	90.5%	School of Distinction
2010-2011	88.4%	School of Distinction

Actions Leading to JSHS Turnaround

- Establishment of High Expectations for All
 - Involvement of All Stakeholders in the change process
 - Promotion of Data Culture as an objective tool to measure success
 - Implementation of best practices through Professional Learning Communities and In-house professional development
 - Expectation of Accountability for student success
 - Celebration of success, continuously
 - Reduction in class size
 - Inception of Local Supplement
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What Research Tells Us

It is widely believed that a good principal is the key to a successful school, second only to good teachers in positively effecting student achievement.

Recruiting and Retaining our MVPs

- Turnover is frequent among principals in general.
 - Turnover is very high among principals who have the reputation of turning around schools as they often aspire to leadership positions at the district level.
 - There are wonderful master's degree programs in School Administration throughout our state and across our nation.
 - There are also other programs such as the North Educational Leadership Academy (NELA) that are considered effective pathways to school leadership.
 - **HOWEVER**, our greatest resource for recruiting high-quality, motivated principals is from a district's assistant principal pool who have seen first-hand how great principals operate.
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Where We Go From Here

We need to work together – legislators and Local Education Agencies – to ensure our strongest principals are continuing to serve our students, while also helping our districts build a leadership pipeline for the future.

We can do this by...

- Providing incentives and increased salaries to keep successful principals in schools.
 - Rewarding mentor-principals who train their principals and their teacher-leaders to become successful school administrators.
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Questions and Comments

Thank you for your time and attention.
