



NCASLD

N.C. ALLIANCE FOR SCHOOL LEADERSHIP DEVELOPMENT

SUPPORTING EXCELLENCE IN LEADERSHIP

PRINCIPAL PREPARATION GRANT OVERSIGHT

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NCASLD Secretary

Why is preparation and support of highly effective future principals in NC essential?*

- ▶ According to extensive research, not a single school has ever been found to accomplish turnaround achievement without a strong principal leading the change effort.
- ▶ School leaders have a significant effect on all the teachers in the school, and these teachers in turn affect the learning and achievement of their students.

*See *Churn: The High Cost of Principal Turnover*, School Leaders Network

http://connectleadsucceed.org/sites/default/files/principal_turnover_cost.pdf#page=1&zoom=auto,-15,792

Challenges...

- ▶ High Turnover: 27% for high-poverty schools
20% for affluent schools
- ▶ Same-school principal turnover rates are highest in North Carolina, Rhode Island, Alaska, California, Oregon, New Mexico, Delaware, Nevada and Idaho. In these states, principals stay at the same school an average of 2.7 to 3.5 years.
- ▶ At least half of NC school principals are at or approaching retirement.
- ▶ Studies show that student scores tend to decrease the year immediately following a vacancy, and it takes about five years for a principal to significantly change the school's consistent performance.

Transforming Principal Preparation-

SECTION 11.9

“Establishes the General Assembly’s intent to establish a competitive grant program for eligible entities to elevate educators in North Carolina public schools by transforming the preparation of principals across the State. Directs the State Education Assistance Authority to administer this grant program through a cooperative agreement with a private, nonprofit corporation to provide funds for the preparation and support of highly effective future school principals in North Carolina.”

Principal Preparation Grant Oversight

“The State Education Assistance Authority (Authority) shall administer this grant program through a cooperative agreement with a private, nonprofit corporation to provide funds for the preparation and support of highly effective future school principals in North Carolina.”

North Carolina Alliance for School Leadership Development (NCASLD)

The mission of the North Carolina Alliance for School Leadership Development is to grow the leadership capacity of school leaders through programs that are aligned to state and national research-based performance evaluation standards and competencies for highly effective school leadership.



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Through oversight of the principal preparation grant program,

NCASLD will:

- ▶ Facilitate the transformation of school leader preparation in the state by identifying grantee Providers with models of evidence-based principal preparation,
- ▶ Analyze and identify their best practices,
- ▶ Share best practices to build capacity among principal preparation providers and principal supervisors,
- ▶ Recommend the best models for preparing and supporting school leaders in North Carolina based on outcome data.

Scope of Work

- ▶ Issue request for proposals by March 1, 2016
 - ▶ Respondents must propose a plan that includes:
 - ▶ Rigorous screening and evaluation of candidates
 - ▶ Research-based content and curriculum that includes a pipeline component to identify and train emerging leaders
 - ▶ Embedded participant assessments during the program
 - ▶ High- quality sustained job-embedded practice in authentic settings
 - ▶ Commitment to data collection, reporting and continuous improvement

Scope of Work

- ▶ Evaluate and select applicants to be recommended
 - ▶ A team of at least five reviewers will score the proposals based on a predetermined scoring rubric
 - ▶ The number of grantees and the size of the grants to be recommended will be determined by the availability of funding
- ▶ Recommend grant recipients to Authority by June 1, 2016

Scope of Work

- ▶ NCASLD will collect and report program data
 - ▶ Financial data from grantees throughout the grant period
 - ▶ Number of participants, cost per participant, completers and placement data, and school performance indicators compared against baseline data established during the 2016-2017 year
 - ▶ NCASLD will provide a comprehensive report on progress of the grant program at least annually

Scope of Work

- ▶ Evaluate NCASLD and Grantee Programs
 - ▶ Use a mixed-methods approach (Qualitative & Quantitative for Fidelity, Formative, Summative)
 - ▶ The Evaluation Plan will seek to facilitate and promote success in preparing school leaders and to identify best practices
- ▶ Provide technical assistance to grantees as warranted
- ▶ Make recommendations to the Authority for grant renewals

Scope of Work

- ▶ Establish and convene a statewide Professional Learning Network (PLN)
 - ▶ Involve grantees, selected district-level principal supervisors, leadership development experts from business and education sectors, and principal and teacher leader stakeholders
 - ▶ Share best practices for preparing highly effective principals and supporting them on-the-job
 - ▶ Recommend to the NCSBE a transformed principal preparation system that supplies an adequate number of highly-effective principals, particularly for North Carolina's most challenging schools

Key Dates

Deadline for Letter of Intent	March 18, 2016
Deadline to submit questions	March 18, 2016
Answers posted on NCASLD website	March 25, 2016
Deadline for submitting a proposal	April 22, 2016
Presentations for selected proposals	May 9-13, 2016
Recommendation of grant recipients to Authority	June 1, 2016
Award announcements	June-Aug, 2016



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