

Principal Leadership Academy
Requirements for Certification as Rapid Improvement Leaders
By Temple University

Changes Post-Basic Leadership Training

1. Select at least 10 Key Leadership and Decision Making indicators (rather than all Key indicators) to bring to full implementation by May 15.
2. Common Core project plan submission date moved to January 21 instead of January 7.

A. Participation Requirements

1. Participate in an orientation webinar prior to Basic Leadership Training
2. Attend and fully participate in three-day Basic Leadership Training; submit post-training reflection in Project Management Tool within one week following training; scored on 10 point scale with 7 or better required
3. Host two-day site visit by Mentor
4. Participate in 6 Mentor-provided monthly webinars; submit post-webinar reflections in Project Management Tool within week following webinar; score on 10 point scale with 7 or better required
5. Attend and participate in the two-day Mid-Year Training held in March; submit post-training reflection in Project Management Tool within one week following training; scored on 10 point scale with 7 or better required
6. Attend and participate in two-day Summative Session
7. Complete Next Steps Plan at Summative Session with Mentor

B. Setting the Direction of Change: Rapid Improvement Leader Plan

Pre-reading: (1) Brinson, D., Kowal, J. Hassel, B. C., Rhim, L. M., & Valsing, E. (2008). *School turnarounds: Actions and results*. (2) Redding, S. (2012) *Change Leadership* (Part I only) (3) Hess (2010) *Cages of their own design*. (4) Hassel & Hassel (2009). *The big U-turn*

1. Develop initial Rapid Improvement Leader (RIL) Plan in RIL Tool during Basic Leadership Training
2. Respond to each coaching comment from Mentor in RIL Tool
3. Modify RIL Plan and track tasks
4. **May 15:** Submit electronic Report showing completion of at least 7 of the 14 Objectives; scored on 10 point scale with 7 points or better required
5. **May 15:** Complete *Personal Summary of Rapid Improvement Leader* in Project Management Tool; scored on 10 point scale with 7 points or better required

C. Managing Change: Leadership and Decision Making Indicators in Native Star

Pre-reading: Walberg, H. J., (Ed.).(2007). *Handbook on restructuring and substantial school improvement*. Chapters by Wong, Cawelti and Protheroe, Perlman, and Murphy

1. Meet with Leadership Team at least twice each month, with agendas and minutes recorded in Native Star system; 80% of documented meetings required

2. With Leadership Team, review indicator assessment for Key Indicators in Leadership and Decision Making sections and revise to bring to high quality; scored for quality of evidence on 20 point scale with 15 points required
3. With Leadership Team, bring at least 10 Key Leadership and Decision Making Objectives to full implementation; scored for quality of evidence on 20 point scale with 15 points required
4. Respond to each coaching comment and review from Native Star Specialist in Native Star; all coaching comments and reviews must be responded to
5. **May 15:** Submit electronic Comprehensive Report
6. **May 15:** Complete *Summary of Managing Leadership* in Project Management Tool; scored on 10 point scale with 7 points or better required

D. Engaging People: Culture and Language Project

Pre-reading: Wise Ways briefs for Culture and Language Indicators

Project 1: From the list of 14 Culture and Language Indicators, select three indicators and develop an innovative project around them.

1. Complete draft Plan for Culture and Language Project, as per planning template provided at Basic Leadership Training; plan must meet requirements of template
2. Engage appropriate group of people at school (including from community) to further develop Culture and Language Project Plan and to assist in implementing the Plan
3. **January 7:** Submit Revised Culture and Language Project Plan; plan must meet requirements of template
4. Maintain weekly log of Project 1 implementation in Project Management Tool; entries must be made for all weeks in which the school is in session at least 3 days until Report is submitted
5. **March 15:** Complete *Culture and Language Project Report* in Project Management Tool; scored on 10 point scale with 7 points or better required
6. Summative Session: Present Culture and Language Project in 5-minute presentation with powerpoint; presentation and submitted powerpoint required

E. Instruction: Seeing Change Through to the Classroom

Pre-reading: Walberg, H. J., (Ed.).(2007). *Handbook on restructuring and substantial school improvement*. Chapters by Walberg and Redding

1. With Leadership Team, review indicator assessment for ALL Indicators in Classroom Instruction sections and revise to bring to high quality; scored for quality of evidence on 20 point scale with 15 points required
2. With Leadership Team, develop plans for at least 15 indicators in Classroom Instruction section; implement plan, and fully meet the objectives; scored for quality of evidence on 20 point scale with 15 points required
3. Project 2: With planning template provided at Basic Leadership Training, develop a plan to bring all staff to a full understanding of Common Core standards by the end of the school year (if similar plan is already in place, the Principal may request an alternative topic)
4. **January 21:** Submit Plan for Common Core Standards, as per planning template provided at Basic Leadership Training; plan must meet requirements of template
5. Maintain weekly log of Project 2 implementation in Project Management Tool; entries must be made for all weeks in which the school is in session at least 3 days until Report is submitted
6. **May 15:** Complete *Common Core Project Report* in Project Management Tool; scored on 10 point scale with 7 points or better required

7. Summative Session: Present Common Core Project in 5-minute presentation with powerpoint; presentation and submitted powerpoint required