

SURN Principal Academy: High Impact Professional Learning for School Leaders

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September 14, 2017



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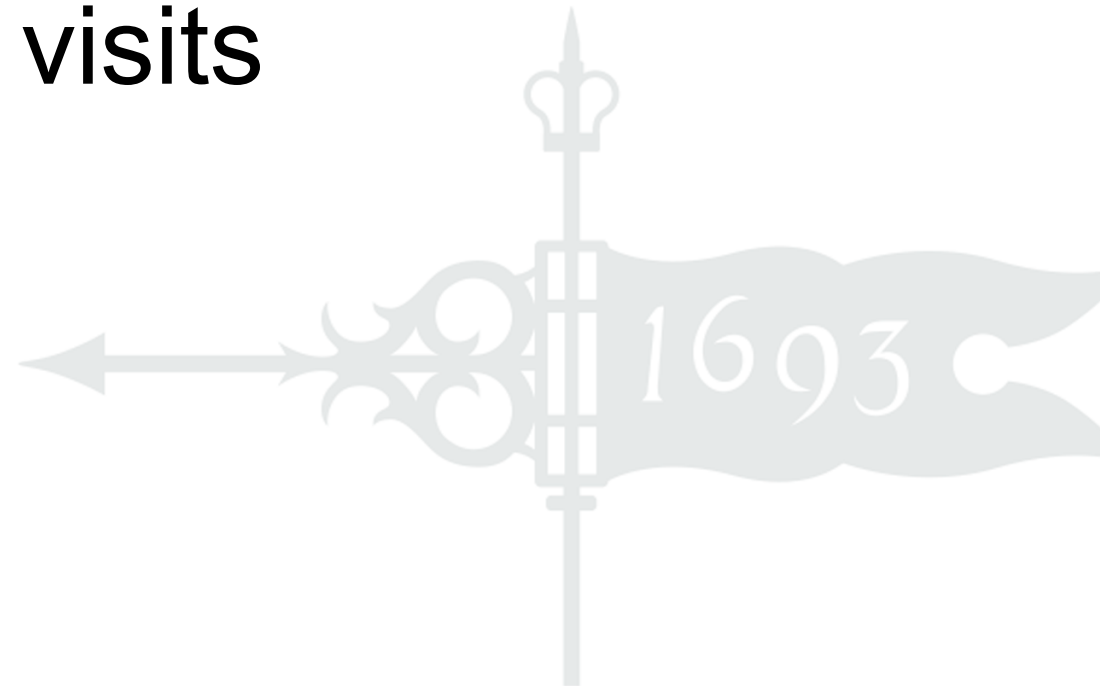
SURN Principal Academy Program Beginnings

- **Grassroots Needs**
 - School Divisions
 - Office of School Improvement
- **University Response**
 - K-12 Faculty supervision expertise
 - SURN connections and support



SURN Principal Academy Program Components

- Two-year program
- Two-day Summer Academy and 4 academic year day-long sessions
- Leadership Coach onsite visits
- Mentors
- Collaborative visits
- Professional literature



SURN Principal Academy Program Expectations

- Conduct 20+ fall/spring classroom observations
- Attend professional learning sessions
- Participate in collaborative observations
- Complete and present action research project
- Facilitate professional learning and book study

Every Student Succeeds Act (ESSA)

- presents a **renewed focus on school leadership** and acknowledges the **importance of school principals** to school improvement and effective instruction (Public Law No. 114-95, 2015).

ESSA

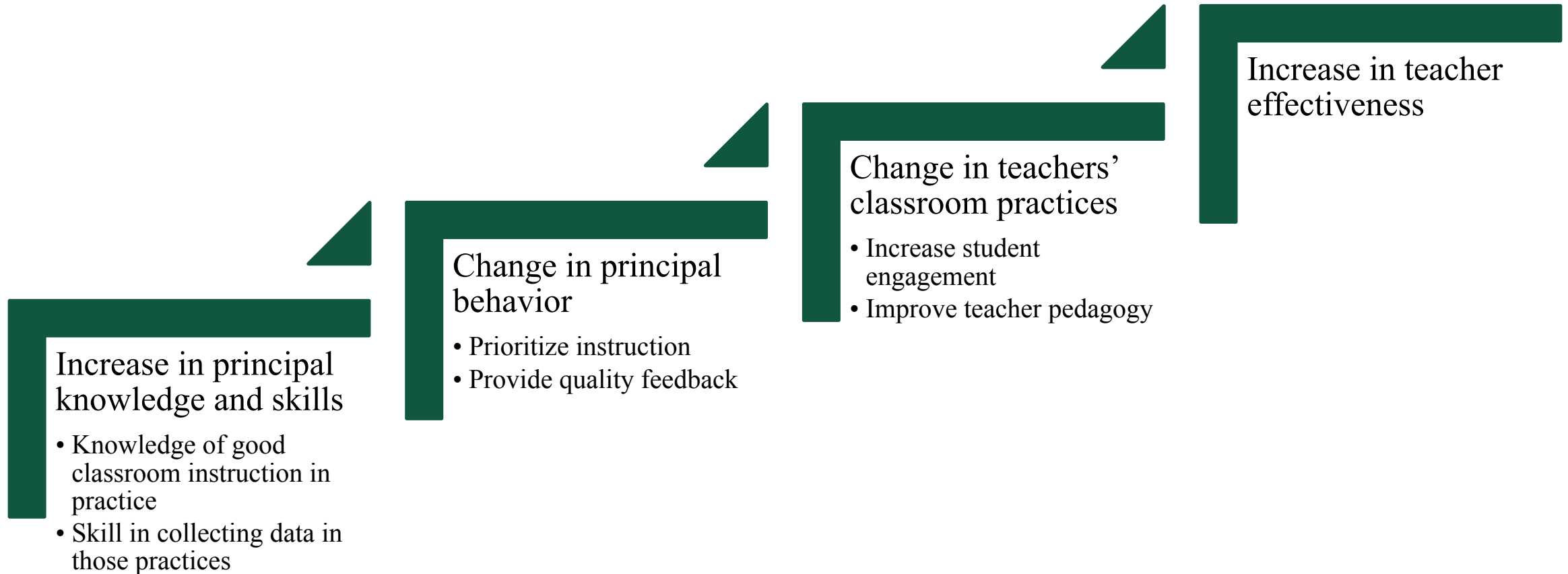
- redefines the standards for high-quality professional learning for K-12 leaders and teachers.
- states that **educator learning** is an integral local strategy for building educator capacity to help students succeed with high academic standards.

ESSA Defines Professional Learning

“The term ‘professional development’ means activities that ... are **sustained** (not stand-alone, 1-day, or short-term workshops), **intensive, collaborative, job-embedded, data-driven, and classroom focused.**”

(S. 1177, Section 8002, page 295, paragraph 42)

SURN Principal Academy Framework



ESSA Criteria

Deliver actionable feedback about instruction and other professional practices via coaching approaches that:

- i. are job-embedded and use teacher leaders or partnerships with area education agencies to distribute leadership and responsibilities
- ii. employ educators' ability to self-assess
- iii. use multiple means of employing summative and formative data to understand individual educator's performance
- iv. place ultimate accountability for learning in teams and groups of educators

ESSA Criteria Expanded

- Build and develop the capacity of educators to conduct frequent, formal and informal observations to collect and discuss evidence and provide supportive feedback of each other's practice.

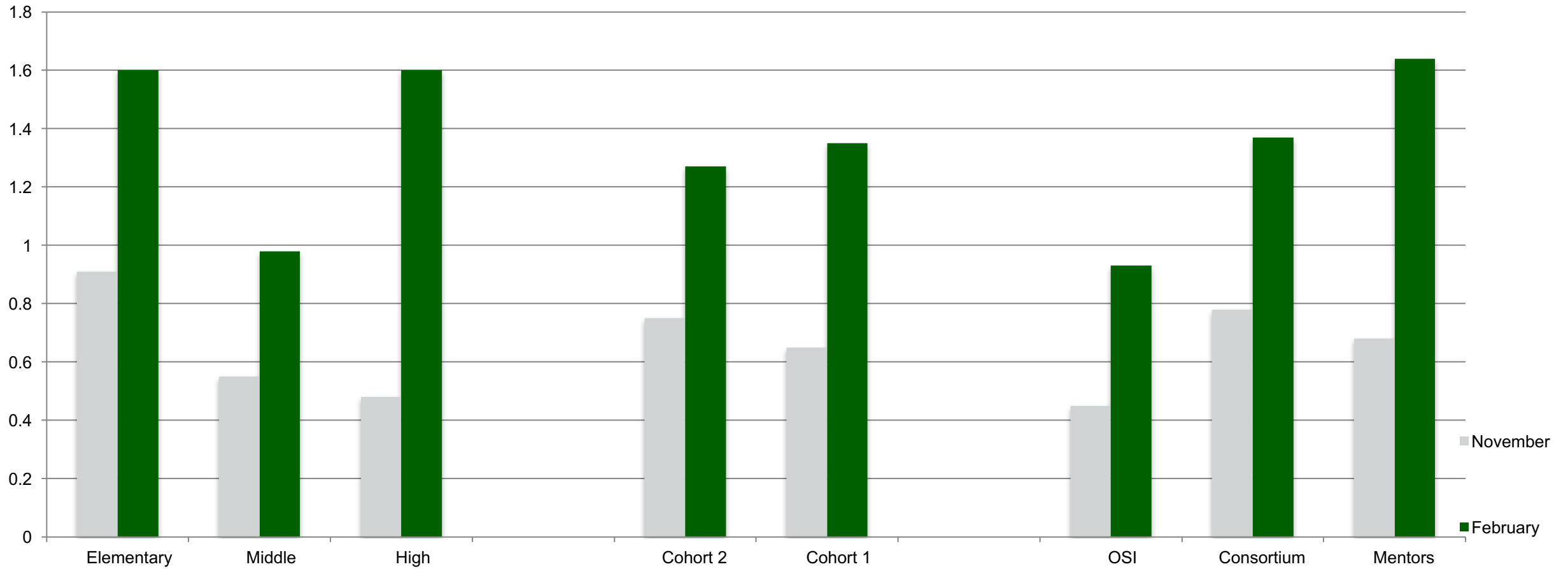
ESSA Criteria Expanded

- Build capacity over time to
 - oversee complex projects
 - lead others
 - conduct peer observations
 - provide timely, evidence-based, and actionable feedback

Principal Academy Participants

- Virginia Public School Administrators
 - Principals or assistant principals
 - Urban, suburban, and rural school districts represented
 - Year 1 and year 2 cohorts

Outcomes: Increased Observations

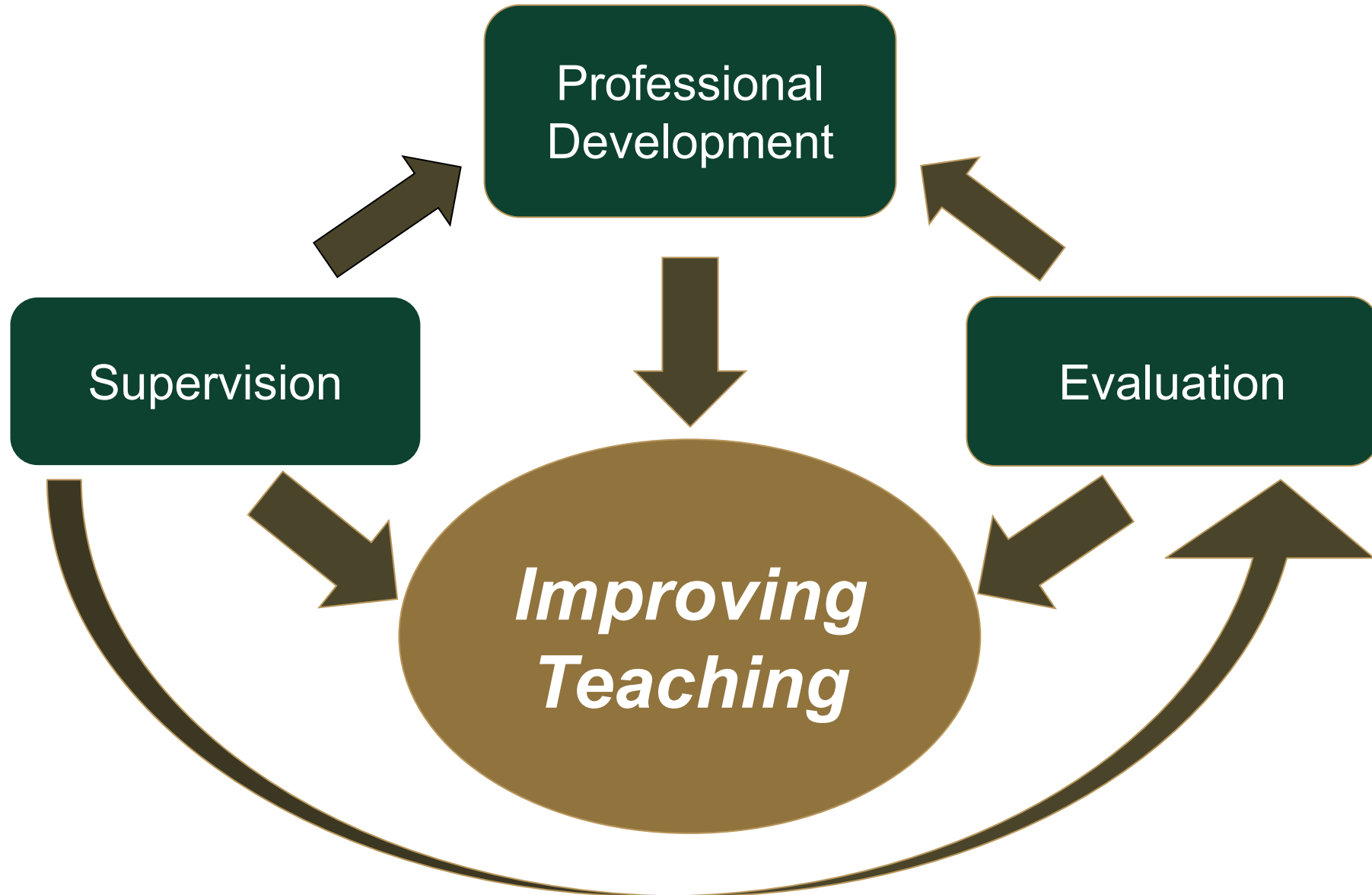


Outcomes: Improved Teacher Perceptions

- Teachers reported an increase in principal interactions as compared to last year
- Teacher perception of principal support increases with frequency of interactions
- More instructional change occurred when principal interactions increased to a few times a month or more
- Teachers report principal characteristics: providing feedback, being supportive, modeling, being engaged as impacting classroom instruction

Learning Leadership

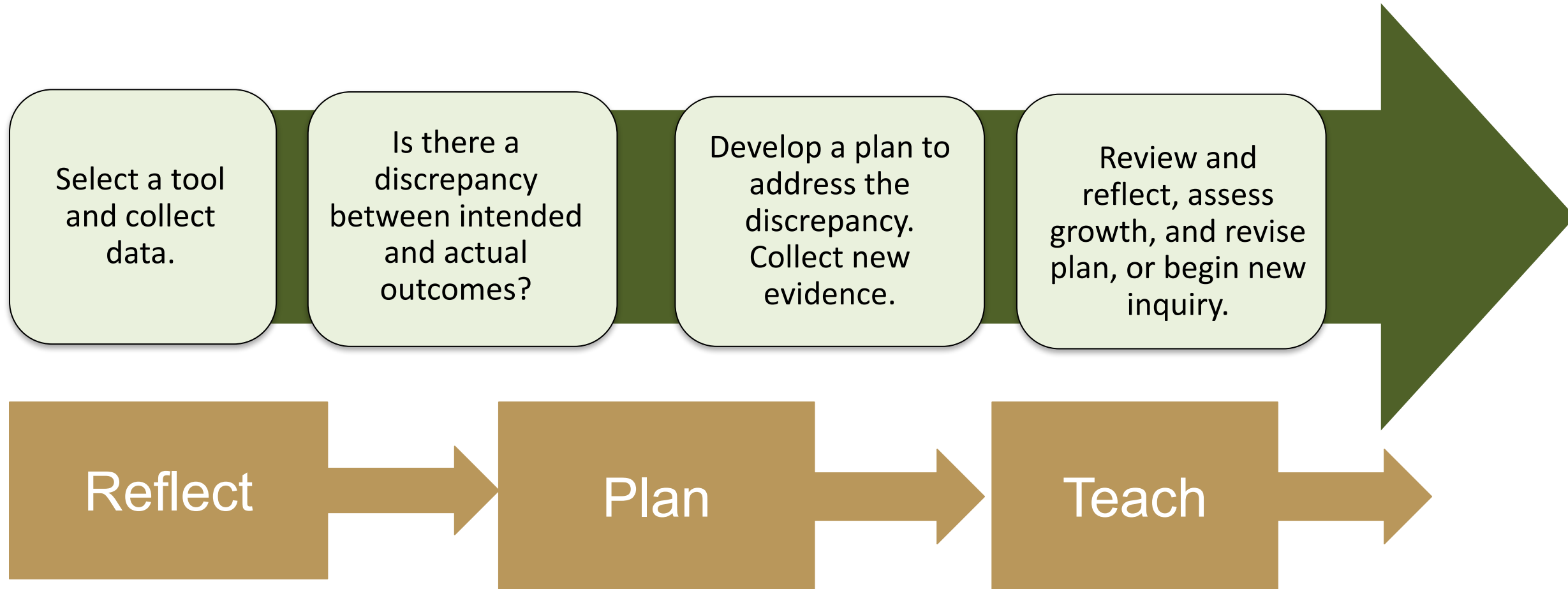
(DiPaola, 2014)



ESSA Criteria Expanded

- ESSA encourages high quality classroom observation tool development as well as training for school leaders on how to
 - differentiate performance
 - provide feedback
 - use evaluations to inform decisions on professional development and personnel

Reflective Feedback (Post observation Conference)



SURN Principal Academy

Research to Practice

- Access **research-based tools** that collect data about high yield teaching strategies
 - Conduct **online** observations
 - Provide **immediate** feedback to teachers via email or PDF
 - Encourage use of classroom **observation forms** in a formative manner to positively impact the teaching and learning
 - Display **records of observations** in an easy to view and sortable table/database
 - Generate user-friendly reports for **analysis** at district, school, and classroom levels
 - Works with multiple platforms

Recommendations

Use the SURN Principal Academy:

1. As a statewide model for principal professional development
2. As the foundation in developing a model of school leadership in VA focused on
 - Knowledge
 - Skills
 - Dispositions
 - Vision

