

Pittsburgh Emerging Leadership Academy

**"Preparing aspiring leaders
to be excellent principals"**

Pittsburgh Emerging Leadership Academy seeks prospective candidates to successfully complete a year-long administrative residency and training program as an administrative fellow under the mentorship of a principal. Administrative fellows accepted into the program must agree to work in the Pittsburgh Public Schools for a minimum of 3 years upon completion of the program and accept an offer of a principal position in the Pittsburgh Public Schools upon completion of the program.



Program Evaluation

The administrative fellow will be assessed using a performance-based standards evaluation rubric. Administrative Fellows must demonstrate emerging, proficient and/or accomplished performance on the standards as indicated below:

- The Vision of Learning
- The Culture of Teaching and Learning
- The Management of Learning
- Relationships with Families and the Community to Foster Learning
- Integrity, Fairness and Ethics in Learning
- The Political, Social, Economic, Legal and Cultural Context of Learning
- Leadership for Learning

Successful completion of the emerging leadership academy will be determined collaboratively by the mentor principal, executive director of professional development (or designee) and Chief Human Resources Officer (or designee). An administrative fellow may withdraw from the academy at any time, or be terminated from the emerging leadership academy at any time at the sole discretion of the Emerging Leadership Academy. Any costs associated with the academy including stipends must be paid back to the district upon withdrawal from the academy. The administrative Fellow's former position, if applicable, will be held with a right of return to that position for one year. Upon completion of the academy, administrative fellows must accept an offer of an administrative position in the Pittsburgh Public Schools for a minimum of three years.



PITTSBURGH EMERGING LEADERSHIP ACADEMY

Transforming Urban Education for Students



**PITTSBURGH
EMERGING
LEADERSHIP
ACADEMY**

*Transforming
Urban Education
for Students*



*Mark Roosevelt
Superintendent*

For more information visit the PPS
Professional Development Website
www.pps.k12.pa.us/profdevelopment
call 412-622-3655 or
Email jlippert1@pghboe.net or
fchester1@pghboe.net

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Pittsburgh's Emerging Leadership Academy will prepare aspiring school leaders with the necessary knowledge, skills and dispositions to enter into a Pittsburgh Public Schools principal



PELA: Transforming Urban Education for Students

position upon completion of a year-long residency as an administrative fellow. PELA will prepare emerging leaders to be highly effective principals providing practical, problem-based, performance-based experiences as an instructional

leader, chief executive officer of a school, cultural builder and change agent. Administrative fellows must demonstrate a deep commitment to urban education and transformation as well as a sincere desire to improve student achievement through high-quality, effective school leadership.

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Why was the Pittsburgh Emerging Leadership Academy Created?

PELA was designed to establish an effective leadership pipeline in the Pittsburgh Public Schools in order to recruit and train highly qualified principal candidates in anticipation of the growing demand for high quality principals. University administrative programs do not generally focus on the challenges that an urban principal encounters. Thus, principal candidates are not prepared for the complexities of urban leadership. Further, PPS must increase its a pool of quality principal candidates.

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Transforming Urban Education for Students

Application & Selection Process

Applications for PELA will be available on the Pittsburgh Public Schools employment opportunities webpage (www.pps.k12.pa.us).

- Interested candidates must submit a completed application, current clearances, transcripts, resume, letter of interest, 3 letters of recommendations and 2 essays. Completed applications will be scored for selection into the interview process.
- First round interviews will be group in-basket activities.
- Candidates selected from the group interview process will participate in round two panel interviews and asked to respond to additional in-basket activities.
- Final interviews and selection will be approved by the superintendent or his designee.
- Candidates selected for PELA will begin a year-long residency and intensive training program beginning July 30th 2007 through July 31st 2008.
- Administrative Fellows will earn an assistant principal salary (current assistant principals accepted into the academy will earn no less than his/her current salary).
- Stipends will be available.
- External candidates are strongly encourage to apply.

Job Responsibilities

Successfully complete a year-long residency under the mentorship of a principal. Administrative fellows will perform all administrative duties including instructional leadership responsibilities, school management, school operations and cultural building aspects of the principal position, under the direction of a mentor principal. The administrative fellow will perform all required competencies at an emerging, proficient or accomplished level. Fellows must participate in all Emerging Leadership Academy training sessions (including evening and weekend training sessions) and demonstrate successful completion of all required training protocols.

Qualifications

Requires a PA teaching certificate (or eligibility for a PA teaching certificate) and/or administrative certification (or eligibility) with a minimum of 4 years teaching experience or other job-related experience. Candidates without administrative certification must complete administrative certification by July 31st, 2008 and verify enrollment in an accredited program in order to be accepted into PELA Cohort I. Excellent leadership qualities, communication skills (oral and written) and interpersonal skills are required. A candidate must possess a deep commitment to urban education and improving student achievement. The candidate must demonstrate efficient organizational and management skills. The candidate must demonstrate in-depth knowledge of the challenges facing urban school leaders and a desire to make a difference in an urban context. Technology competency is required. Knowledge of research-based best instructional practices and urban school reform is required. An overall 3.00 GPA in undergraduate and/or graduate courses.