



EXCELLENCE

F O R A L L

Pittsburgh Emerging Leadership Academy

Mark Roosevelt - Superintendent of Schools

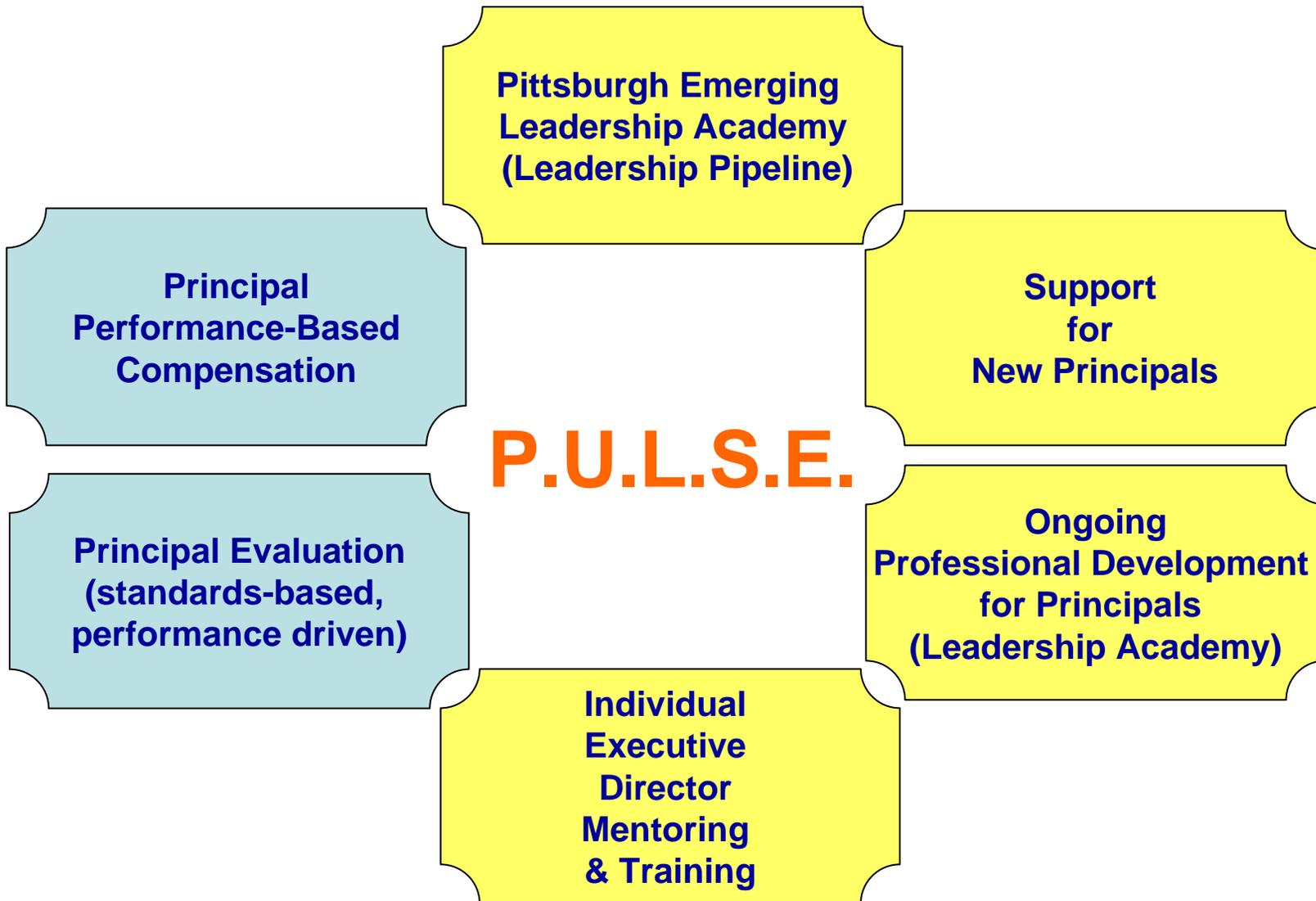
2007-2008

Theory of Change

- “Scratch the surface of an excellent school and you are likely to find an excellent principal”...[American Educational Research Association](#)
- “Look into a failing school and you will find weak leadership”.... [American Educational Research Association](#)
- Great leaders are required to transform urban schools for the sole benefit of improving student achievement



Pittsburgh Urban Leadership System for Excellence





What is Pittsburgh Emerging Leadership Academy (PELA)?

- A Leadership Pipeline
 - To recruit
 - To select
 - To train
 - To place as principals and evaluate
 - To retain
 - To grow
- Increasing the academic achievement of students through high quality, effective, sustainable school leadership

Why do we need PELA?

- ❖ 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.
- ❖ PPS must increase its a pool of quality principal candidates.



How does PELA work?

- Recruitment beyond self-selection (internal & external)
- Application Process
- Selection is based on performance from 3 rounds of interviews
- 10-12 Diverse Administrative Fellows begin a year-long residency with mentor principals
- Participate in Intensive Training



PELA Program Diversity

- Cohorts will be racially and gender diverse
- Each cohort will contain at least 2 external candidates
- Cohort selection will reflect demographic composition of district



Upon Completion PELA

- Agree to work in the Pittsburgh Public Schools for a minimum of 3 years
- Accept an offer of a Pittsburgh Public Schools principal position (or other administrative position)
- Complete the administrative induction program



Funding for PELA

- Broad Foundation “Aspiring Principal Training Programs in Large, Urban School Districts”
- Grants will be awarded June 30th, 2007
- Refer to packet for submitted proposal



PELA Partnership

Duquesne University School of Education

- Administrative Certification Program (12 credits accepted)
- Research Component (embedded problem-based research specific to the urban context)
- RULE Reflector of the Urban Leadership Experience
- Year 0 Program Design 2007-2008
- Year 1 2007-2008



Timeline for PELA

- First Cohort 2007-2008 application and selection process June 07-July 07
- Residency to begin July 30th 2007
- Cohort 2 application and selection Spring 2008



For More Information

- www.pps.k12.pa.us/profdevelopment
- Contact Jerri Lippert or Frank Chester at
412-622-3655
- Email: [jlippert1 @pghboe.net](mailto:jlippert1@pghboe.net) or
[fchester1 @pghboe.net](mailto:fchester1@pghboe.net)