

# Duncanville ISD Inspiring Leadership Academy Application

2022-2023 School Year



## Overview

**STRATEGIC PLAN:** Personnel and Professional Growth

**PURPOSE:** In an effort to grow its own leaders, Duncanville ISD will develop and mentor present and future district leaders who are already employed by the district.

**WHO CAN APPLY?** ALL professional employees. You must have a minimum of 2 years of experience.

**BENEFITS:** The Inspiring Leadership Academy is an opportunity for current Duncanville ISD professionals to hone their leadership skills while exploring their personal leadership characteristics to build their own leadership profile. The program is designed to run the entire school year and focus on competencies needed to be an effective leader. Each month ILA Cohort members will participate in professional development seminars, mini-action learning projects, and group discussions. Additionally, members will be allowed opportunities to discover which leadership opportunities may be best for their skillset.

**SELECTIONS:** A maximum of 16 leaders will be accepted into the academy.

**PROFESSIONAL DEVELOPMENT SESSIONS:** (All sessions will be held once a month from 4:30pm – 6:30pm)

PAC (Professionalism, Accountability, Communication)	Communication
Serve and Support	Change Management
Duncanville ISD Leadership 101	Processes and Systems
Thinking and Beliefs	Budget and Finance
Instructional Leadership	School Operations
Interview Skills	Leadership Cycle

### EXPECTATIONS OF PARTICIPANTS:

- Meeting attendance is mandatory.
- ILA members are required to attend a board meeting and a district-wide event each semester, by April 21, 2023.
- All projects must be completed by the due date to the ILA Inbox.

### ILA PARTICIPANTS PROMOTED TO LEADERSHIP ROLES/POSITIONS

YEAR	# OF PARTICIPANTS	# PROMOTED
2016-2017	12	7
2017-2018	18	3
2018-2019	17	7
2019-2020	15	5
2020-2021	11	3
2021-2022	10	2

August 24, 2022

Duncanville Independent School District Inspiring Leadership Academy is designed for all professional district employees. **The purpose of the Inspiring Leadership Academy is to provide for the** recruiting, screening, appointing, evaluating, and promoting potential instructional leaders who possess the skills to become outstanding administrators. To be accepted into the Inspiring Leadership Academy, candidates must meet the following criteria:

- A minimum of 2 years education experience
- Obtain a stellar recommendation from your current principal and one other current or former administrator who can speak to your work
- Successfully completion of an exceptional interview process
- Display leadership capacity in your current role

Candidates who are interested in participating will need to complete all pieces of this application and submit by September 9, 2022.

The Inspiring Leadership Academy will run through the entire school year and focus on competencies needed to be an effective leader. Candidates will participate in seminars offered each month after school. The Inspiring Leadership Academy will include a leadership assessment, book study, special projects, seminars, and professional development related to effective practices. Topics such as finance, school operations, curriculum and instruction, public relations and human resources will be designed to provide a hands-on apprenticeship for each candidate.

Pages 4 of this application needs to be physically submitted to the Office of School Leadership (attn. Maria "Lola" Rodriguez) along with the written narrative responses. Page 5 of this application needs to be submitted to the Office of School Leadership by the person making the reference prior to the deadline for submission. If you have any additional questions, please contact Lola @ ext. 2049.

## INSPIRING LEADERSHIP ACADEMY APPLICATION

Instructions: Complete and sign this form, attach narrative responses and a current resume, and obtain two recommendations (see attached), one from your current principal and another from a recommending administrator.

## General Information:

Name:	
Home Address:	
Years of experience in Duncanville ISD:	
Years of experience in education:	

## Professional Development:

List three recent professional development activities or leadership course/workshops that you have participated in:

Workshop/Course	Location	Date

**Written Narrative:** Please attach your response to the following questions to this application. Answer each question completely.

- Why would you like to participate in the Inspiring Leadership Academy? (Include future goals.)
- Explain how your background and experience qualify you for the program.
- In your opinion, what is the biggest challenge facing leadership today?

## Narrative format guidelines:

- Font: Font size must be clear and legible, no less than 10 pt. font.
- Pages: Double-spaced, two pages maximum with your name clearly showing on each page.
- No plagiarism (cite all sources)
- Failure to follow these guidelines will result in your application being disqualified

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Inspiring Leadership Academy Reference Survey

As the current supervisor or recommending administrator of an Inspiring Leadership Academy candidate, we are seeking your input. We will be selecting educators who have knowledge of and consistently demonstrate successful instructional practices and who have the talent and ability necessary to lead successfully. It is extremely important that you be as honest and as candid as possible in your evaluation of the candidate’s potential to serve as a future site leader. Please complete this form and scan/email to Maria Lola Rodriguez in the School Leadership Department at the Duncanville ISD Plaza.

Administrator Being Recommended: \_\_\_\_\_

Recommending Supervisor/Administrator: \_\_\_\_\_

Date: \_\_\_\_\_

Please rate candidates using: 5(Exceptional); 4(Exceeds Requirements); 3(Meets Requirements); 2(Marginal); 1(Unsatisfactory)	5	4	3	2	1
Demonstrates Instructional Skill and Knowledge					
Has The Ability to Inspire Others					
Uses Resources Available in An Effective Manner					
Promotes Collaboration					
Demonstrates Integrity					
Has The Ability to Set and Use Boundaries when Dealing with Peers					
Demonstrates Strong Communication Skills					
Honors Commitments					
Demonstrates Problem Solving Skills					
Offers Constructive Suggestions for Improvement					
Meets Challenges Head On With a Positive Attitude					

Additional Comments: