

# Aspiring Leaders Program



Pittsburgh  
Public Schools



*The Pathway to the Promise.™*

# What is the Aspiring Leaders Program (ALP)?

- A research based, year-long intensive program
- Collaboratively designed standards-based, interactive modules
- The program is comprised of three phases:
  - Learning Modules (October-January)
  - School-Based Practicum (February-June)
  - Culminating Project (June)

# What is the Aspiring Leaders Program?

- Aligned to five strands (based on the PULSE Rubric):
  - School Leader as Instructional Leader
  - School Leader as Transformational Leader for School Culture and Climate
  - School Leader as Leader for Equity and Excellence
  - School Leader as Chief Executive Officer of Resources and Operations
  - School Leader as Civic and Community Participant and Leader
  - Developing Next Generation Leaders (Coro Pittsburgh)
- PIL-approved by PDE

# Who are the Aspiring Leaders Program Participants?

- Kathleen Accamando, English ITL1, Student Achievement Center
- Regina Butler, Art Teacher, Sunnyside
- Yalonda Colbert, 6-8 Director, Obama\*
- Michael Dreger, K-12 Social Studies Supervisor
- Taris Earnest, Math ITL2, Whittier
- Ann Fillmore, 9-12 ELA Coordinator
- Deborah Hollis, Assistant Principal, Langley
- Shawn Stromberg, Assistant Principal, Langley
- Heidi Tomasko, Assistant Principal, Carrick
- Carlton Watson, 1st Grade Teacher, Morrow

*\*Yalonda has accepted a Director position at Obama since the inception of the program and is no longer a regular participant.*

**Each Aspiring Leaders Program participant will be matched with a mentor principal for a school-based practicum beginning in February.**

**Mentor principals will:**

- Provide job-embedded learning experiences for program participants for two full days per month
- Attend the monthly Aspiring Leaders Program session with their mentee
- Receive \$2,000 for mentoring; supported through the Gates Foundation.

**As a culminating project, participants will develop a sample 90-day school entry plan.**

- **The plan will include:**
  - An equitable and inclusive vision for the school
  - Address school culture and climate
  - A professional development plan for teachers
  - A plan for parent and community involvement
  - Artifacts that support implementation and are grounded in data

# Aspiring Leaders Program Analysis



<b>Successes</b> <ul style="list-style-type: none"><li>• ALP was co-developed and is co-facilitated by Central Office and School Leaders</li><li>• Program feedback has been overwhelmingly positive</li></ul>	<b>Next Steps</b> <ul style="list-style-type: none"><li>• Increase the length of the learning modules</li><li>• Increase the length of school-based practicum</li></ul>
<b>Opportunities</b> <ul style="list-style-type: none"><li>• A strong pipeline of personnel prepared to take on school leader roles</li><li>• A potential model for other District training/pipeline programs</li></ul>	<b>Supports Needed</b> <ul style="list-style-type: none"><li>• Sustainability (financial, personnel, etc.)</li></ul>

# Questions

