

Leadership Development Program

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At-a-Glance

The Leadership Development (LD) department supported current and future campus administrators and executive directors as part of Dallas Independent School District's (ISD) Title I strategic focus on raising student achievement. The professional development opportunities included the Assistant Principal Leadership Development Cohort, Assistant Principal Professional Development, and the Future Campus Leaders program.

The total Title I funding amount available for Leadership Development was \$902,245. Most of the funds were used for consulting services to support the Teaching Trust, and to provide guest speakers as needed. The funds were also used for personnel to develop training content, provide functional operations, and support the Leadership Development department.

Leadership Development Programs

Assistant Principal Leadership Cohort (APLC)

The Assistant Principal Leadership Cohort met two full days and four half days during the 2016-17 school year with the purpose of creating a viable pool of leadership candidates ready to assume the principal role. The cohort included assistant principals identified for their potential and skills as campus leaders.

Forty APPLC participants represented 29 different schools within Dallas ISD. Of those, the largest number of participants were from Skyline High School (N=4), Gaston Middle School (N=3), Zumwalt Middle School (N=3), and Mount Auburn Elementary School (N=3). Forty-eight percent of the participants attended three to five of the offered sessions, whereas the remaining participants were fairly evenly split between attending less than three sessions (27%) or more than six sessions (25%).

Assistant Principal Professional Development (APPD)

The Leadership Development department staff members organized eight professional development opportunities for current Dallas ISD assistant principals. The sessions focused on the skills outlined in the Texas State Principal Standards, Principal and Assistant

Principal Excellence Initiatives, and general leadership competencies. Participants registered for sessions based on their needs and interests.

One hundred and thirteen APPD participants represented 74 different campuses in Dallas ISD. The largest number of participants were from Long Middle School (N=5) and Skyline High School (N=4). Most (93%) of the participants attended three or fewer sessions; a total of eight were offered.

Future Campus Leaders (FCL)

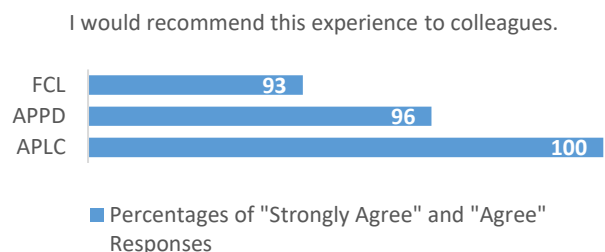
FCL participants met six times during the 2016-17 school year to problem solve potential challenges that regularly face campus administrators. The FCL program included Dallas ISD faculty members (i.e., teacher leaders, instructional coaches, central office staff, and academic facilitators) with a desire to pursue campus administration.

Sixty-nine FCL participants represented 34 Dallas ISD schools. The largest number of participants were from Zumwalt Middle School (N=7), Kimball High School (N=5), and Holmes Middle School (N=4). Forty-two percent of the participants attended three to five sessions, whereas 36 percent attended all six sessions and 22 percent attended less than three sessions.

Leadership Development Evaluation Results

The LD department conducted an evaluation after most sessions. The evaluation consisted of three close-ended questions and four open-ended questions. The findings of the third closed question are presented below. Perceptions of each program were positive.

Figure 1: Perceptions of LD programs



The open-ended questions asked participants to describe what they enjoyed about the PD session, what they intended to do differently after attending the PD session, how they will implement new learning, and what services they would like in the future. The responses to these questions were used internally by the LD department to inform future PD.

Summary

With a total budget of \$902,245, the LD Department trained 40 participants through the APLC, 113 through the APPD, and 69 through the FCL program. It will be important in future evaluations to note if participants in the Leadership Development Program remained in Dallas ISD and continued in or moved into leadership positions.

An electronic version of this report can be found at www.dallasisd.org/Page/888. For more information, please contact Program Evaluation at evaluation@dallasisd.org.

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