

# Calibration Through the Lens: Transforming APs into Instructional Leaders

*Dr. Britt Despenza, Chief of High Schools*
*Dr. Alex Jackson, Principal, Edgewater High School*
*Ericka Scheid, Senior Director, Student Services*

Orange County Public Schools

# District Overview

- **8th Largest District in the nation**
- **193,616 students**
- **23 traditional high schools**
  - **58,532 traditional** high school students
  - **5 Title 1 high schools**
  - **90 Assistant Principals**

| | |
|---|---|
| Hispanic | 44.2% |
| Black | 23.7% |
| White | 23.6% |
| Asian | 5.0% |
| Multiracial | 3.0% |
| Native Hawaiian | 0.3% |
| American Indian / Native Alaskan | 0.2% |

The top five languages spoken by students are **English, Spanish, Portuguese, Haitian-Creole** and **Creole.**

# The Principal Role Requires a Schoolwide View

- **Classroom evidence**

  What are students learning and demonstrating?
- **Schoolwide patterns**

  What strengths or needs appear across classrooms?
- **Leadership decisions**

  What deserves attention, and how should we respond?

# Cohort Walks Make Leadership Thinking Visible

- **Complements the work of the district's Leadership Development team**
- **Observe at another campus**
  Gather evidence of instruction and student learning.
- **Calibrate with the cohort**
  Compare evidence and examine why interpretations differ.

# From Classroom Evidence to a Principal's Decision: Now What?

- **The Real**
  - **Role Play**
  - **Scenario Based Situations**
- **Guiding Coalition**
  - **Problem of Practice**

# The AP Leadership Institute Extends the Learning

- **Keynote speakers selected based on feedback from assistant principals**
- **Rotation sessions**
- **Highlight Colleagues**

# Practicing Making Principal's Decisions

- **What deserves attention?**
- **What action would I take?**
- **What evidence would show progress?**

**Where do your APs practice deciding what they would do as principal?**

# Contact Information



Dr. Britt Despenza
Chief of High Schools
High School Office
britt.despenza@ocps.net



Dr. Alex Jackson
Principal
Edgewater High School
alex.jackson@ocps.net



Ericka Scheid
Senior Director
Student Services
ericka.scheid@ocps.net

PREPARE | INSPIRE | EMPOWER

PREPARE | INSPIRE | EMPOWER

PREPARE | INSPIRE | EMPOWER

Orange County Public Schools