

## **LEADERSHIP PREP ACADEMY**

### Purpose

The purpose of TUSDs Leadership Prep Academy (LPA) is to develop, cultivate, and grow the leadership capacity within those who aspire to fill leadership roles in the district. Predominately focused on developing campus principals, participants recommended to participate in the LPA may also be selected to serve as assistant principals and other key leadership positions within the district.

### Overview

The LPA is an 8-month leadership preparation program for aspiring leaders who have clearly demonstrated leadership skills and contributed to the betterment of their current assignment. As such, participants will be part of a cohort led by top leaders in the district. Each LPA will be grounded in the ISLLC Standards for leadership and will be taught by a member of the Superintendent's Leadership Team. In addition, participants will be engaged in book studies, attend board meetings, and be responsible for a culminating project.

### Selection Process

Candidates for the Leadership Prep Academy will be selected from those who have been recommended by their principal, director, assistant superintendent, chief, or deputy superintendent.

Candidates recommended to participate in the LPA must have demonstrated clear leadership qualities in their current position or assignment. These qualities consist of being a strong team member, going above and beyond with their duties, responsibilities, and assignments, being dependable and reliable, maintaining a positive attitude, and have a proven track record of making a difference on their campus or department. From those recommended, central leadership will select 20-25 members to participate in the Leadership Prep Academy.

As a part of our intentional recruitment efforts, per USP IV.K.1.p., our initial focus is to communicate to prospective and aspiring African American and Latino candidates, the primary opportunities described in the LPA plan.

In addition to the LPA, TUSD is in partnership with the University of Arizona - (UA) for a Masters Cohort in Educational Leadership. Several informational meetings are held in the spring. Potential candidates attend this information meeting to learn about the Masters Cohort and then apply to the College of Education Graduate Program. Applicants are forwarded to TUSD for review against a set of criteria:

- Must be a current TUSD employee in good standing
- Holds a valid teaching certificate
- Has completed, or will complete a minimum of three (3) years of teaching by the end of the program (Summer 2017)
- Read, agree to and sign "Commitment Agreement" pertaining to the responsibilities of TUSD and the applicant.

Applicants who meet the criteria are provided with a commitment letter that is reviewed and signed if in agreement.

Eleven TUSD employees (Cohort I) have completed the first year of a two-year program.

| Total Participants = 11         |  | Ethnic Breakdown:     |                               | Gender Breakdown:   |
|---------------------------------|--|-----------------------|-------------------------------|---------------------|
| • Anglo<br>Males = 1            | • African-American<br>Females = <b>1</b> | • Minority =<br>82%   | • Hispanic =<br>54.5%         | • Male =<br>63.6%   |
| • African-American<br>Males = 2 | • Hispanic<br>Females = <b>3</b>         | • Anglo = 9%          | • African-American =<br>27.3% | • Female =<br>36.4% |
| • Hispanic<br>Males = 3         | • Undisclosed<br>= <b>1</b>              | • Undisclosed =<br>9% | • Anglo = 9.1%                |                     |
|                                 |  |                       | • Undisclosed =<br>9.1%       |                     |

Cohort II begins late August 2015.