

APPENDIX IV - 18

IV.K.1.p Leadership Prep Academy

Leadership Prep Academy

The Leadership Prep Academy (LPA) cultivates leadership skills of the District's certified staff interested in pursuing administrative positions. The District designed the LPA to produce a cadre of qualified candidates to fill positions for site principals, assistant principals, or central office directors. The LPA was suspended in March 2020, and only one cohort met in SY2020-21 for two sessions to finish their program. The other cohort continued to be suspended and a new cohort was not started for SY2020-21. Both of those cohorts will continue in SY2021-22. The LPA sessions consist of presentations and discussions. Between sessions, the District requires LPA participants to attend Governing Board meetings and then discuss the meetings with the LPA staff and other attendees. The use of Interstate School Leaders Licensure Consortium (ISLLC) standards are used for leadership guides each LPA session, and the Superintendent's Leadership Team serve as instructors. Additionally, participants engage in book studies and develop a culminating project in preparation for administrative interviews.

The District developed a proactive plan for prioritizing the recruitment and selection of teachers and administrators of color through GYO programs. This has produced diverse cohorts in the past and will be used again in selection of the SY2021-22 cohort. The District plans on sending e-mails to all African American and Hispanic teachers with at least three years of teaching experience, and who had not already attended the LPA, to invite them to consider applying to participate in the LPA to begin in October. A widespread announcement will also be published on the TUSD intranet. In addition to the initial targeted recruitment of African American and Hispanic teachers, the Regional Assistant Superintendents will send follow up email to all African American teachers to further encourage them to apply, and make individual phone calls in many cases.

IV.K.1.p (1) Leadership Prep Academy**LPA Recruitment and Selection Process**

The 2020-21 LPA cohort consisted of only the cohort that started in 2018-19. The District suspended the 2019-20 cohort and did not select a new cohort for 2020-21, but will continue the practice in 2021-22.

During the next selection process the District will use the following screening criteria to consider whether an applicant will be selected for next year's LPA cohort:

- Number of years of teaching experience
- Additional leadership roles
 - Principal designee
 - Dean of Students
 - MTSS Facilitator or Lead
 - Curriculum Service Providers
- Complete LPA Application Packet
 - Recommendation from an individual of the applicant's choosing
 - Application form
 - Resume or Vita

The District will consider all of these factors and select the 30 strongest applicants to include in the 2021-22 cohort. The LPA cohort finishing the program consisted of a very diverse certificated population.

Concluding Cohort of SY2020-21

Race/Ethnicity	Number	Percentage
Black/African American	13	43%
Hispanic/Latino	8	27%
White	9	30%
Total	30	