

APPENDIX IV – 21

IV.K.1.p Leadership Prep Academy

Leadership Prep Academy

The District implemented a Leadership Prep Academy to identify aspiring leaders (those not yet appointed to administrative roles). The LPA cultivates the leadership skills of certificated TUSD staff members who are interested in pursuing administrative positions within the District. The LPA, through its well-designed course, is designed to produce a cadre of qualified candidates who can go on to serve as principals, assistant principals or central staff directors within the District.

The LPA meets for nine sessions during the school year. The District administers evening sessions that include presentations and discussions. The Professional Standards for Educational Leaders 2015 along with the book, *Transforming School Culture* by Anthony Muhammad, guide the focus of each session. LPA Participants engage in collaborative work groups to internalize and frame the content of the book, align them to The Professional Standards for Educational Leaders 2015, and apply practical solutions at their school sites or departments. Besides engaging in a book study, the participants develop a culminating project in preparation for administrative interviews.

Between sessions, the District requires LPA participants to attend Governing Board meetings and participate in discussions regarding meetings with the LPA staff and other attendees. LPA participants also sign up to Microsoft Teams, a chat-based collaboration tool that enables participants to work together and collaborate through a common workspace, using features such as team chat, one-on-one chat and document collaboration.

LPA Recruitment and Selection Process

To ensure that the LPA fulfilled the USP goal of diversifying the leadership staff, the District elected to use an open access model for LPA in an effort to encourage administrators and district leadership to identify prospective and aspiring African American and Hispanic candidates. Recruitment efforts include disseminating the LPA application and recommendation forms to staff members at all school sites who then had the option of applying or being recommended by their site leaders for LPA. During principal meetings, Regional Superintendents emphasize the importance of looking for and recommending teachers who might not on their own consider to aspire to be a leader yet have potential leadership skills. Direct outreach to prospective candidates by central and site administrators is also provided.

The program seeks to attract participants who demonstrate 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 having a proven track record of making a difference on their campus or department including building and maintaining a supportive and inclusive learning environment for all students and adults.