

APPENDIX IV-18

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 meets for ten evening sessions throughout the school year. These 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. As reported on October 31, 2019 (ECF 2352), the proactive recruiting plan for GYO programs produced significant results. This year (SY2019-20), the District sent 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 set to begin in late October. A widespread announcement was also published on the TUSD intranet. In addition to the initial targeted recruitment of African American and Hispanic teachers, the Regional Assistant Superintendents sent a follow up email to all African American teachers to further encourage them to apply, and made individual phone calls in many cases. The results are shown below and reflect the most diverse applicant pool to date.

2019-20 SY Number of LPA Applicants by Race/Ethnicity

Race/Ethnicity	Number	Percentage
African American	25	45%
Hispanic	14	25%
White	17	30%
TOTAL	56	

LPA Recruitment and Selection Process

The 2019-20 LPA cohort was limited to 30 participants for logistical reasons. The District used screening criteria to consider when determining which applicant would be selected to participant in this year’s LPA cohort, as follows:

- 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 itself
 - Resume or Vita

The District considered all of these factors and selected the 30 strongest applicants to include in the 2019-20 cohort. The 2019-20 LPA Cohort is the most diverse cohort to date as shown below.

2019-20 SY LPA Applicants Selected to Participate

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