

School Leadership Policy Meeting Outcomes Utah – December 19, 2016

Next Steps

1. Legislation to establish/authorize/fund a task force
2. Utah State Board of Education starts moving forward
3. Establish “now” from various entities

Group Responses

The column on the left reflects group member’s responses. After answering the three questions for their topic area, all participants reflected on the ideas that came from the other groups. As a collective, participants were then instructed to indicate what ideas they would like to prioritize. By prioritizing an item, the individual is indicating that they agree, see a high need, or support the comment. The right hand column indicates the number of individuals who prioritized any given item.

Group 1. Preparation A	
What are the challenges around this topic area?	Priority number
<ul style="list-style-type: none"> • Meaningful internships <ul style="list-style-type: none"> • sufficient time (uninterrupted full-day) to provide a variety of experiences • cost of full-time internships; unreasonable to expect a sufficient number of internships to be carved out of school budgets • use differentiated licenses to create internship 	19
<ul style="list-style-type: none"> • Selection/admission to prep program (as part of accreditation through state board) <ul style="list-style-type: none"> • inconsistent standards across programs/program approval 	1
<ul style="list-style-type: none"> • Candidate selection <ul style="list-style-type: none"> • getting qualified candidates while maintaining program size and cost 	
What are we already doing in Utah to address this topic?	Priority number
<ul style="list-style-type: none"> • New and more explicit standards (but no evidence yet on implementation/application of standards) 	
<ul style="list-style-type: none"> • UCEL – good communication across programs 	11
<ul style="list-style-type: none"> • Good state standards for teachers and leaders programs (based off ISLLC) 	8
What ideas and next steps can and should we do?	Priority number
<ul style="list-style-type: none"> • Consider differentiated administrator licenses (low cost solution – Level 1 and 2) 	7
<ul style="list-style-type: none"> • Design imbedded internships at all three levels that are required for program completion 	9
<ul style="list-style-type: none"> • Consistent and rigorous state approval of programs that leads to a meaningful school leader license being awarded 	4

Group 2. Preparation, Group B	
What are the challenges around this topic area?	Priority number
<ul style="list-style-type: none"> • Pipeline <ul style="list-style-type: none"> • lane change vs. desire to lead • more grads than positions • how do programs prepare for diverse experiences? • are admission requirements rigorous enough? 	6
<ul style="list-style-type: none"> • Residency component is missing/paid internship 	13
<ul style="list-style-type: none"> • Principal support <ul style="list-style-type: none"> • not enough assistant principals • dean of students • counselors for trauma or behavior 	2
<ul style="list-style-type: none"> • Parallel support 	
<ul style="list-style-type: none"> • Partnerships are collaborative, not formal <ul style="list-style-type: none"> • Best fit is not a joint decision 	
<ul style="list-style-type: none"> • Teacher/leader options 	1
<ul style="list-style-type: none"> • How do we support/and advance current principals 	
<ul style="list-style-type: none"> • Are current principals prepared to support residents 	
What are we already doing to address this topic?	Priority number
<ul style="list-style-type: none"> • Local and national standards in programs <ul style="list-style-type: none"> • opportunities in schools are not adequate 	13
<ul style="list-style-type: none"> • Selection Criteria <ul style="list-style-type: none"> • GPA, years of experience, essay, application, leadership inclinations, district staff my serve on addition committee 	
<ul style="list-style-type: none"> • Internships – hours, varied experiences 	8
<ul style="list-style-type: none"> • Lane change vs. Leadership Desire (purpose) 	
<ul style="list-style-type: none"> • Collaborations not true partnerships with university 	
What ideas and next steps can and should we do?	Priority number
<ul style="list-style-type: none"> • Paid internships/residencies for principal preparation <ul style="list-style-type: none"> • full academic year post-degree • joint selection district/ university • clearly identified competencies 	21
<ul style="list-style-type: none"> • Formal partnerships between universities and LEAs <ul style="list-style-type: none"> • mentorship • authentic leadership experiences (job embedded) • coaching and mentoring plans • continuum of experiences for ongoing professional development 	2

Group 3. Licensure	
What are the challenges around this topic area?	Priority number
• Identifying competencies	16
• Identifying assessments to measure competency	
• Who measures/has responsibility?	2
• Determining difference between licensing and hiring – maintain/grow	
What are we already doing to address this topic?	Priority number
• State Board issues license	
• Policy should be a joint effort of the state education agency, higher education institution, and LEA	20
• There should be state impact but not state control	
What ideas and next steps can and should we do?	Priority number
• Micro credentials added to basic license	8
• Raising competencies to mean more	
• Required internships/residencies	12

Group 4. Professional Development	
What are the challenges around this topic area?	Priority number
• Costs (waiting for Legislature to fund)	1
• Sometimes sit and get	
• A lot on plate, hard to take time	
• Showing impact on state achievement	
• Silos (IHE/USBE/LEA)	8
• Time	15
• Is it valuable?	1
• Need follow-up/coach	
• Time	
What are we already doing to address this topic?	Priority number
• Principal Academy	15
• Supporting turnaround leaders	1
• Title IIA	
• IHE offers professional development	
• Inside LEAs	8
• UETN	
• Rater certification	
• UAESP/UASSP	
What ideas and next steps can and should we do?	Priority number
• Coaches/Mentors – community council	17
• Collaboration with IHE/LEA, USBE	2
• Repository of resources	
• USBE creating mentor framework resources	
• Principal PLC	
• Better measures of school success (multiple measures)	5
• Demographic comparisons	
• Rep Last will give us all the \$\$\$ we need	5