



School Leadership Action

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WHAT

Builds upon State Board approved recommendations from a state-wide working group and is aligned with the agency's strategic goal for Effective Educators and Leaders.

Create a Transformational Principal development grant program.

Add a School Leadership Specialist role to develop and execute a performance assessment and the Transformational Principal development grant program.

In most Utah LEAs, current school leaders lack access to robust professional learning and a network of colleagues to discuss problems of practice due to lack of resources.

Effective school leaders are important.

School leadership is second to teaching in school-related factors that positively impact student learning.

Principals strongly shape the conditions for high-quality teaching.

Principals are the prime factor in determining if teachers stay in high-needs schools.

The success of all school reform approaches depends on motivations and capacities of local leadership.

Effective school leaders can impact teachers and students.

Research across the decades has confirmed that **effective school leadership is associated with better outcomes for students and schools**. A high-quality school leader affects dozens of teachers and hundreds or thousands of students. Principals provide a pivotal role in our schools.

School leadership can be developed.

Recent research suggests that implementation of leadership standards, principal pre-service preparation, and principal on-the-job induction, mentoring, coaching, evaluation, and supports benefit students and schools, can be implemented in different ways, and are affordable.

In a 2018 survey of Utah school administrators

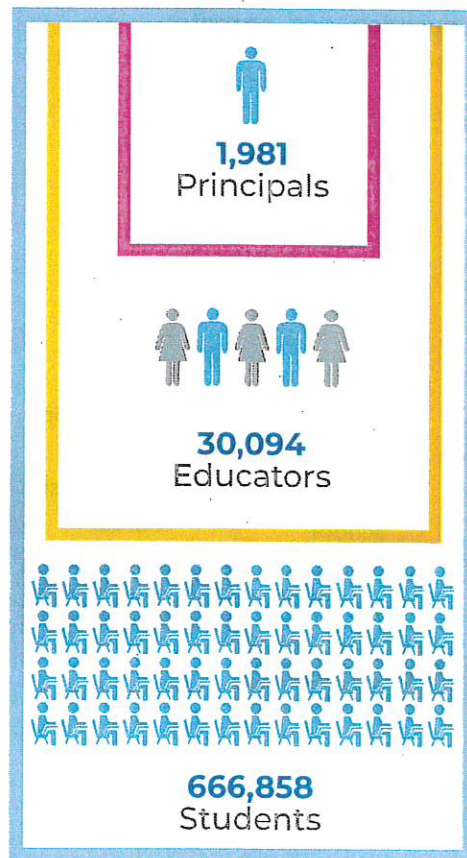
33% Were not offered an induction program

43% Were not provided mentoring

71% Were not provided coaching



Representing Utah K-12 (June 2019)



WHY

School Leadership Action

Utah is a diverse state. Our districts and charter schools have different needs and priorities around the development of school leadership. The school leadership grant program has been designed to support all districts and charter schools in their role as the key lever for influencing the quality of school leadership. Features of the grant program include:

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School leadership development grants (\$15 million):

- Improve the principal pipeline for all schools
- Provide meaningful job-embedded experiences to school leader candidates
- Provide 3 years of high quality mentorship for every new school leader
- Support principal supervisors; ensure cycle of improvement for all school leaders

School leadership specialist (\$200,000):

- Will develop/execute a school leadership performance assessment, and the Transformational Principal development grant.

School Leadership Timeline

Multiple stake holders have been involved in development of this recommendation including, policy makers, school leaders, teachers, representatives from higher education, and parents.

