AISD Leadership Framework

• The Need for Alignment – Initiative Three
• Development Process
AISD Urban Education Leadership Academy

Five Core Components

• Leadership Foundations Program
• Assistant Principal Preparation Program
• New Assistant Principal Induction and Support Program
• Principal Preparation Program
• New Principal Induction and Support Program
Assistant Principal Preparation Program (AP3)

• Background: Why This, Why Now?
• Selection Process
• Core Program Components/Executive Leadership Initiative
• Cohort Support (Past and Present)
• Why do you lead? Respond in exactly 6 words.
Principal Preparation Program (P3)

- WHY – need and opportunity
- HOW – structure of learning
- WHAT – program components
Next Steps

• Assessment Centers
• Talent Mapping Tool
• Principal Professional Learning
Contacts

• Dr. Rosa Peña - Director of Leadership Development
  rosa.pena@austinisd.org

• Rob Musfeldt - Administrative Supervisor for Leadership Development
  robert.musfeldt@austinisd.org

• John Dees - Administrative Supervisor for Leadership Development
  john.dees@austinisd.org
The Austin ISD Leadership Framework is composed of three domains, six core competencies and ten standards. This framework encompasses the skills and knowledge campus administrators must possess to provide a positive impact on the learning community.

**DOMAIN ONE: Instructional Core**

**Competency 1: Instructional Leadership**
*Ensures every student receives the skills and knowledge to graduate college-, career- and life-ready through the application of research-based instructional practices while also empowering teachers to be designers.*

- **1. a. Curriculum, Instruction and Assessment**
  Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.

- **1. b. School Improvement**
  Effective educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being.

**Competency 2: Talent Development**
*Develops and sustains high-quality teachers and staff to advance teaching and learning through a professional community of learners.*

- **2. a. Professional Capacity of School Personnel**
  Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.

- **2. b. Professional Community for Teachers and Staff**
  Effective educational leaders foster a professional community of teachers and other professional staff to promote each student’s academic success and well-being.

DOMA IN TWO: Relationships and Communication

Competency 3: Child-Centered Leadership
Believes all children will achieve by valuing the benefits of diversity among students, staff, and community through a physically, emotionally and psychologically safe environment utilizing social emotional learning.

- 3. a. Community of Care and Support for Students
  Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

Competency 4: Culture Building
Establishes a shared vision and culture of high expectations for all stakeholders within a frame of equity.

- 4. a. Mission, Vision and Core Values
  Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

- 4. b. Equity and Cultural Responsiveness
  Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.

- 4. c. Meaningful Engagement of Families and Communities
  Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.

DOMA IN THREE: Systems and Operations

Competency 5: Strategic Thinking
Creates and implements systems that align with the district’s vision to reinvent urban education while managing fiscal and operational responsibility.

- 5. a. Operations and Management
  Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.

Competency 6: Executive Leadership
Models personal responsibility and a sustained focus on improving student outcomes.

- 6. a. Ethics and Professional Norms
  Effective educational leaders act ethically and according to professional norms to promote each student's academic success and well-being.
The Urban Education Leadership Academy features five programs to meet the needs of Austin ISD campus leadership through the principal pipeline.

**Leadership Foundations Program**

This program supports teacher leaders who wish to pursue a masters with principal certification. Austin ISD has partnerships with two university pre-service programs.

- **Texas State University** – Austin ISD has partnered with Texas State University to provide a masters program exclusively for Austin ISD teachers. This AISD cohort will attend classes at AISD facilities and curriculum will be tailored to reflect the academic focus and strategic plan initiatives of Austin ISD.
- **University of Texas** – Through the University of Texas Collaborative, Austin ISD and UT partner in the areas of principal preparation, research and evaluation, and teacher preparation. As part of the principal preparation, UT incorporates several AISD initiatives into their curriculum including a focus on equity and social emotional learning. AISD provides access to professional learning opportunities for UT cohort members throughout the year.

**Assistant Principal Preparation Program:**

This program supports a select group of teachers who already have their masters with principal certification and wish to pursue an assistant principal position in Austin ISD.

- Ten cohort meetings held monthly though out the school year
- Content aligned to AISD Strategic Plan and AISD Leadership Framework
- Sessions led by instructors comprised of district leaders and area experts
- Executive Leadership Initiative action research project
- Individual on-campus support from Leadership Development staff
- Opportunities for resume, networking, and interview preparation
- Examination of current research based practices and literature
- Shadowing opportunities with sitting assistant principals from other AISD campuses
**New Assistant Principal Induction and Support Program:**

This program supports the initial induction and needs of new assistant principals.

- Summer and winter conferences with differentiated learning sessions
- Two evening cohort meetings of all new assistant principals
- Content aligned with AISD Strategic Plan and AISD Leadership Framework in addition to systems/processes all new assistant principals in AISD must master
- Mentoring by experienced assistant principals in the Principal Preparation Program
- Online and blended learning opportunities throughout the year

**Principal Preparation Program:**

This program prepares a select cohort of experienced Austin ISD assistant principals to successfully enter the principalship.

- Eleven monthly meetings held at various AISD campuses focused on professional learning with senior district leaders and principals
- Learning walks at AISD campuses to observe organizational and instructional practices and discuss leadership with current principals
- Four individual on-campus support sessions to provide leadership coaching and preparation for advancement
- Shadow experiences with current AISD principals and Associate Superintendents’ staff
- Cohort members serve as mentors to new assistant principals
- Online book study and member-driven virtual learning
- Study of current literature and analysis of challenging leadership scenarios to develop problem solving skills and reflective practices

**New Principal Induction and Support Program:**

This program supports the initial induction and needs of new AISD campus principals.

- Two-day New Principal Institute to introduce leaders to AISD initiatives, conceptual framework, and supports
- Monthly cohort meetings with content aligned to the AISD Strategic Plan and AISD Leadership Framework
- Regular one-on-one leadership coaching for novice principals by retired AISD principals who use New York City Leadership Academy (NYCLA) Facilitative Competency-Based coaching protocols