

LEAD Connecticut

Turnaround Leadership Programs



LEADCONNECTICUT

SUPPORTING EDUCATIONAL LEADERS. STRENGTHENING STUDENT LEARNING.

LEAD Connecticut is a collaboration among several Connecticut and national organizations committed to helping Connecticut school and district leaders reach new levels of success in improving student learning. Sponsored by the Connecticut State Department of Education, LEAD Connecticut programs focus upon the identification, preparation, and induction of Turnaround Leaders who have the capacity to make significant change for the benefit of the students, families, and educators in Connecticut's highest need schools.





Lead Connecticut Vision of Effective Leadership

LEAD Connecticut's vision of effective leadership is embodied in Turnaround Leadership Competencies aligned with best practices in school improvement and the Connecticut Common Core of Leading: School Leadership Standards.

Vision of Effective Leadership

LEAD Connecticut Turnaround School Leader Competency Framework

1. Academics - Learning and Teaching
2. Human Capital
3. Operations and Strategic Planning
4. School Culture

Personal Leadership:

Belief

Managing Change and Resistance

Relationship Building

Equitable Practice

Resiliency

Lead Connecticut Candidate Identification Support

Lead Connecticut works directly with districts to identify certified (092) candidates who are potential Turnaround Leaders.

Candidate Identification

Talent Sourcing for Alliance Districts

1. Identifying promising educators holding 092 licenses and promoting them for Turnaround vacancies.



Lead Connecticut UCAPP Residency and Turnaround Talent Identification Program

LEAD Connecticut has partnered with the University of Connecticut to establish a one-year paid **UCAPP Residency Program** to prepare the next generation of Turnaround Leaders. Participants will earn 092 certification and will be prepared for a leadership position in a turnaround setting.

The Turnaround Talent Identification Program is a year-long community of practice for candidates who hold 092 certification but are not yet in a leadership position. This program is for potential leaders who want to strengthen the fundamental turnaround skills described in the Turnaround Leadership Competencies.

Preparation

UCAPP Residency

- Earn 092 Certification
- Rigorous entry bar at UConn
- Year-long residency
- Deep partnership with districts

Turnaround Talent Identification Program

- Year-long community of practice for current 092 holders not yet appointed as principals
- Opportunities to observe successful practices
- Matching to Alliance District vacancies



Lead Connecticut Turnaround Leader Intensive Planning Program, Summer Institute, and Community of Practice

LEAD Connecticut will support identified participants in a 6-8 week **Turnaround Leader Intensive Planning Program** before the leader begins his or her role as a Turnaround Principal. Further support for interested Turnaround Principals is provided through a **two-week summer institute** focused on high leverage leadership strategies (tentatively set for July 14-24, 2014) and continues with site-based leadership coaching and **LEAD Connecticut Community of Practice** monthly meetings throughout the year.

Induction

Turnaround Leader Intensive Planning Program

- Release from current role
- Support to diagnose and begin turnaround plan
- Opportunities to observe successful practices

Two-Week Summer Institute

- Entry Planning
- Data Driven Instruction, Building a Successful School Culture, Teacher Observation and Feedback

Turnaround Principal Community of Practice

- Monthly seminars on key competencies/practices
- Individual coaching

Outcomes

At LEAD Connecticut, we believe that leaders in turnaround schools face a unique set of opportunities and challenges. LEAD Connecticut's Turnaround Leadership programs focus on strategic leadership actions designed to improve student learning outcomes. Specifically, by participating in the program leaders and potential leaders will:

- Deepen his or her knowledge base regarding Turnaround School Leadership and learn to implement key competencies connected to school culture, data-driven instruction, observation and feedback, and strategic planning.
- Develop and practice personal leadership skills that are essential for success in turnaround schools, including: Developing Belief, Building Relationships, Creating Resiliency, Managing Change and Resistance, and Practicing Equity.
- Build and refine a strategic plan and clearly identified measures of progress focused upon sustainable change and continuous improvement.
- Reflect upon and refine strategic leadership actions in weekly site-based sessions with LEAD Connecticut certified coaches.
- Implement instructional leadership practices focused on Common Core State Standards.
- Establish strong relationships with other principals leading turnaround schools throughout the state and LEAD Connecticut staff.

Structure of Programs:

- Cohort Model:** The programs focus upon core leadership actions that impact student outcomes in turnaround settings. Meetings are designed to deepen participants' knowledge base and provide opportunities for practical application of key concepts and practices.
- Leadership Coaching:** Each Turnaround Principal will have a leadership coach specifically trained in effective executive coaching practice and turnaround school leadership practices. Participants will be matched based on experience, setting, and school needs.
- System Alignment:** LEAD Connecticut is sponsored by the Connecticut Department of Education and works closely with the Talent Office and Turnaround Office to align content and support with the regulations, outcomes and formats required for Alliance Districts, Review Schools, Focus Schools, and Commissioner's Network Schools.



LEAD Connecticut Turnaround Principal Leadership Programs

Program	Intended Audience	Deadline	Contact and More Information
LEAD Connecticut Turnaround Principal Program	Sitting or Newly Appointed Principals Serving in Alliance Districts	May 15, 2014	Dr. Peter Cummings Program Coordinator, LEAD Connecticut 860-586-2340 Email: Pcummings@ctschoollchange.org Application: http://leadconnecticut.org/news-resources/
LEAD Connecticut Turnaround Leader Intensive Planning Program	Newly Appointed or Reappointed Principals at Turnaround, Commissioner's Network, or SIG Schools. Districts partner with CSDE in an "early hire" structure to train leaders and begin turnaround process	April 1, 2014	Morgan Barth Division Director, Turnaround Office CSDE Telephone: (860) 713-6705 Email: morgan.barth@ct.gov
UCAPP Residency Program	High Potential Leadership Candidates who have not yet earned administrative certification	April 15, 2014	Dr. Diane Ullman Director, UCAPP Program Educational Leadership, Neag School of Education diane.ullman@uconn.edu (860) 486-8998
Turnaround Talent Identification Program	High Potential Leadership Candidates who hold administrative certification (092)	May 15, 2014	Dr. Peter Cummings Program Coordinator, LEAD Connecticut Email: Pcummings@ctschoollchange.org Application: http://leadconnecticut.org/news-resources/
Talent Sourcing for Alliance Districts	Candidate Identification and Outreach for Alliance District Leadership Openings	No Deadline	Dr. Robert Villanova Director, LEAD Connecticut Email: rvillanova@ctschoollchange.org

Application and Admission Process:

LEAD Connecticut will accept a limited number of participants for the Turnaround Principal Programs based upon eligibility as the leader or potential leader of a Focus, Review, or Alliance District school. Applications are available on our website: <http://leadconnecticut.org/news-resources/>. Interested applicants should contact either Robert Villanova or Peter Cummings at the numbers/e-mail addresses listed below.

Contact

Robert M. Villanova, Ph.D

Director
LEAD Connecticut
rvillanova@ctschoollchange.org
860-586-2340

Peter J. Cummings, Ed.D

Program Manager
LEAD Connecticut
pcummings@ctschoollchange.org
860-586-2340



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In Partnership with:

Connecticut State Department of Education
Connecticut Center for School Change
Connecticut Association of Boards of Education
The Connecticut Association of Schools

Connecticut Association of Public School Superintendents
New Leaders
University of Connecticut • Neag School of Education

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