

A report to the  
Arkansas  
Joint Education Committee

October 14, 2013

ACT 222 of 2009: An Act to Strengthen the system of Arkansas Educational Leadership Development; and for other purposes.

Two Focuses of the ACT

- Strengthen Arkansas Educational Leadership Development
- Provide School Support

## Division of Report

- Work of the Leadership Coordinating Council  
(Act 222; Section 1)
  
- Work of the Arkansas Leadership Academy  
(Act 222; Section 2)

## Leadership Coordinating Council

### Three Purposes:

- Serve as a central body to coordinate the leadership development system efforts across the state;
  
- Assist the Department of Education, the Department of Higher Education, the Department of Workforce Education, the Arkansas Leadership Academy, and other leadership and school support efforts; and
  
- Aid in the development of model evaluation tools for use in the evaluation of school administrators.

## Leadership Council Members, 2012-2013

Mary B. Gunter, Chair	Arkansas Association for Supervision and Curriculum Development
Tom Kimbrell	Arkansas Department of Education
Shane Broadway	Arkansas Department of Higher Education
Debbie Davis	Arkansas Leadership Academy
Bob Gunter	Arkansas Department of Career Education
Richard Abernathy	Arkansas Association of Educational Administrators
Bill Abernathy	Arkansas Rural Education Association
Merle Dickerson	Arkansas Center for Executive Leadership
David Bangs	Arkansas Professor of Educational Leadership
John Manning	Educational Service Cooperatives
Peggy Doss	Arkansas Association of Colleges of Teacher Education
Tony Prothro	Arkansas School Board Association
E.C. Walker	Arkansas Education Association

## Vision for Educational Leadership

Educational leaders will create a culture of systems thinking which builds leadership capacity and results in student and adult growth, success and achievement.

## Core Beliefs

- Collaboration
- Continuous improvement
- Student and adult growth and achievement
- Leadership capacity building
- Positive learning culture
- Effective evidence-based strategies and practices

## Council Work Dates 2012-2013

Meeting Dates Since Last Report to Committee:

- September 2012
- November 2012
- January 2013
- August 2013

## Arkansas School Superintendent Mentoring Program

Authorized by Act 586 of 2011

## Arkansas School Superintendent Mentoring Program

- Authorized by Act 586 of 2011
- Required for first-year Arkansas superintendents
- Includes professional development and the assignment of a trained mentor.
- Requirements must be completed within twelve (12) months of employment to maintain licensure.



## Superintendent Mentoring Program Requirements

- A minimum of 18 hours of professional development on curriculum/instruction, ethics, finance, facilities, human resources, school board relations, technology, leadership, and the AR Standards for Accreditation.
- 12 hours of documented interaction between the new superintendent and a practicing or recently retired superintendent that has successfully completed mentor (coaching) training.

## Arkansas School Superintendent Mentoring Program

- 2012-13: 18 first-year AR superintendents successfully completed the mentoring program by July 1. One additional superintendent, hired in Oct 2012, is still participating in the required training.
- 2013-14: 29 first-year AR superintendents are currently participating in the New Superintendent Mentoring Program.

## Evaluation of First Year Conducted Fall, 2012

- Q1: Duplication of mentoring curriculum and college preparation program?
  - 77.8% responded “no duplication.”
  - Comments from those that responded “some duplication.”
    - “Some duplication but it’s more relevant now.”
    - “A good reminder.”
    - “Some duplication but still useful.”

## Evaluation of First Year (continued)

- Q2: What value has the training been to this point?
  - 100% responded the training had been helpful.
    - “Great information.”
    - “Extremely useful.”
    - “Very helpful, scary at times.”
    - “Great networking.” “Great time to ask questions.”
    - “Practical and very useful.”
    - “I don’t see how we could have done without it.”

## Evaluation of First Year (continued)

- Q3: What changes would you recommend?
  - “Start earlier in July.”
  - “Budget tips and budget prep earlier.”
  - “Meet with mentor (for the first time) earlier.”
  - “More hands-on financial information.”
  - “More board relations/vision sharing ideas.”

## Superintendent Mentoring 2013-2014 Training to Date

- July 11 – 6 hours of training on school finance, facilities, and accreditation standards.
  - Developing a school budget – calculating revenue and projecting expenditures
  - Understanding adequacy, the funding matrix, and the foundation print-out
  - Master planning and the partnership program
  - Arkansas Standards for Accreditation



## Training to Date (continued)

- Summer 2013 – 4 hours of financial training (the annual financial update that is required for all superintendents).  
Topics include:
  - Categorical and federal funding
  - Rules for accounting and reporting
  - Audit compliance
  - Fiscal distress
  - New laws of the 89<sup>th</sup> General Assembly

## Training to Date (continued)

- July 29-31– 6 hours of training
  - Budgeting tips from a practicing superintendent
  - School leadership
  - Public school debt financing
  - PARCC Assessments update
  - Using STEM to transform teaching/learning
  - First official meeting with assigned mentor

## Future Training (planned)

- September 12 – 6 hours of training on topics such as ethics, legal issues, human resources, and purchasing
  - Arkansas ethics laws pertaining to education
  - Recent school case law and AG opinions
  - Compliance with state and federal labor laws
  - AR purchasing and bidding laws

## Superintendent Mentors

- Mentors receive training from the Leadership Academy in a nationally recognized “coaching” model that allows experienced professional colleagues to assist new superintendents in establishing focused goals, prioritizing work, and developing thought-provoking questions regarding system operations.

## Training (planned)

- Throughout the remainder of 2013-2014
  - Superintendent-School Board relations
  - Human Resources
  - Technology
  - Follow-up training on needs identified by new superintendents
  - Mentor-mentee interaction

## Program Assessment

- New superintendents will maintain a year-long portfolio of the training showing their implementation/completion of both ADE requirements and the recommended components of the training received through the superintendent mentoring program. The purpose of this ongoing assessment is to gauge their level of understanding and track their completion of all state requirements.

# Principal Evaluation Update

Update as of October 2013

## Principal Evaluation

Leader Excellence and Development System

**LEADS**

## History of LEADS

- Act 222 of the 2009 Legislative Session created the Leadership Coordinating Council
- Creating a principal evaluation system was a charge given to the Leadership Coordinating Council
- During the 2010-2011 school year, a principal evaluation task force comprised of practitioners, representatives from educational organizations, and representatives from higher education worked to create a principal evaluation rubric based on the Interstate School Leaders Licensure Consortium (ISLLC) standards
- During the 2011-2012 and 2012-2013 school year 10 districts participated in a pilot of the principal evaluation system (LEADS)

## Future of LEADS

- During the 2013-2014 school year all school districts are required to pilot the LEADS system
- All districts will fully implement in the 2014-2015 school year
- During the summer of 2013 all central office personnel, who evaluate principals, and all principals participated in a two day training on the new LEADS system at co-ops throughout the state
- LEADS trainings have been scheduled for assistant principals for Fall 2013 at co-ops



## Future of LEADS

- Meetings have been scheduled for other administrator groups (Federal Program Coordinators, Curriculum Program, Special Education, and Gifted and Talented Administrators) to modify the LEADS rubric to make it relevant for those roles
- ADE is working to support districts with supplemental trainings, support documents, and technical assistance

## Superintendent Evaluation

Proposed Development Plan

## SUPERINTENDENT EVALUATION

- ADE is partnering with the Arkansas Association of Educational Administrators (AAEA) to create a superintendent evaluation system
- Dr. Connie Kamm, the consultant who worked with the state to create the principal evaluation system, will work with a committee during the 2013-2014 school year to build the system
- Several days have been scheduled throughout the year for the work on the superintendent evaluation system
- The current goal is to pilot the superintendent evaluation system with a small number of districts during the 2014-2015 school year

## SUPERINTENDENT EVALUATION

The Superintendent Evaluation Committee is comprised of:

- 4 Superintendents
- 2 Assistant Superintendents
- 4 School Board Members
- 2 College Professors in Educational Leadership Programs
- 1 Co-op Director
- Representatives from AAEA, AEA, ASBA, and AREA

Meeting Dates are scheduled in October, December, March, and April