

Grow Your Own ~~Principals~~ **LEADERS**:

*a model for developing
leadership capacity in
school districts*

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Today's Goal

To walk away with ideas for strengthening your school or district's structure for leadership development.



Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

-John C. Maxwell

Grain Valley R-V Schools

- 23 miles east of Kansas City on I-70
- Growing suburban district – formerly rural
- 4200 students – doubled in 11 years
 - High school of 1200 students
 - 2 middle schools
 - 4 elementary schools
 - Early childhood center
- 21% free and reduced lunch



The Need for Change

- Growing school district adding a new school roughly every five years.
- Current principals possess the capacity to move into district level roles.
- Principal openings spark much interest and competition is tough.
- Many important change initiatives are underway, highlighting the need for leadership among teachers.
- Two of fifteen administrators had taught in our district when we started the “Leadership Development Seminar.”

Looking to the future...

- **Additional tiers of advancement for teachers through administrative internships**
- **Need for new principals we help prepare**
- **Strengthened teacher leadership in all schools**
 - ▣ **More effective implementation of school improvement initiatives**
 - ▣ **Culture of teacher empowerment and trust**

Need to improve your schools? Improve your people!



- We need all our teachers to be as good as our 'good' teachers.
- We think programs are the problem or programs are the solution... -Todd Whitaker

Preliminary To-Do List



- Clarify purpose
- School Board endorsement
- Secure funding for release time to shadow principals
- Recruitment letter to teachers
- Application and scoring guide
- Secure presenters and set calendar
- Reflective exercises and book study
- Set first meeting agenda

Leadership Development Seminar

- 13 aspiring principals selected
- Meet from 4:00-6:00PM, once a month
- Time divided between:
 - Leadership development
 - Orientation to various aspects of district operation
- Refreshments served
- Respond to needs of the group



Responding to the Needs of Participants

- Leadership Seminar participants want to be more engaged in district and building-level decision-making.
 - ▣ Use them as an advisory council.
 - ▣ We are challenging principals to expand leadership opportunities in their schools.
- “Year 2” Program
 - ▣ Cohort approach with more emphasis on school improvement initiatives.
 - ▣ Leadership roles in each school.
- Participants want more practical leadership opportunities.
 - ▣ We have added three administrative intern positions and two instructional coaching positions since we started the Leadership Seminar.

Leadership Opportunities

- Nine of 38 Leadership Development Seminar Participants have served two-year terms as summer school principals.
- Four participants have served as administrative interns. Three are now assistant principals.
- One participant is in her third year as elementary school principal. Another is Associate Director of Early Childhood.
- Most serve as teacher leaders within their schools.
- The percent of our principals, assistant principals, and instructional coaches who taught in Grain Valley is 40% in 2016, up from 18% in 2011.

Our Leadership Journey



- Began with a commitment to Professional Learning Communities (PLC).
- Teacher leaders are essential for the changes needed in instruction to meet the demands of State Standards and MSIP 5.
- Leadership potential is a factor in hiring decisions at all levels.

Strengthening Leadership in YOUR School and District



- To what extent does your school or district have a culture of teacher leadership and empowerment?
 - ▣ Develop a plan that sets up your faculty for early success.
 - ▣ One or two steps that carry significant impact potential.
- Identify the need for leadership development.
 - ▣ “Leadership” vs. “Administrative” development
- Identify the key people to mentor and guide the program or process.
 - ▣ Leadership is as leadership does. It is not about a title.

Invest in Leadership

- Email us for any of these resources electronically.

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