

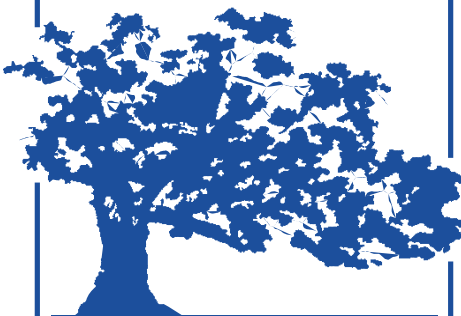


LEAD

CONNECTICUT

SUPPORTING EDUCATIONAL LEADERS.
STRENGTHENING STUDENT LEARNING.

CONNECTICUT



STATE DEPARTMENT
OF EDUCATION

A Partnership for Educational Transformation

District and School Leadership Support and Development

LEAD Connecticut — Partners



Connecticut Center
for School Change
System Success = Student Success



New Leaders 



Mission

- **LEAD Connecticut aims to recruit, select, prepare, develop, and retain educational leaders to strengthen student learning across all CT districts, schools, and classrooms**
- **Priority focus on the schools and districts in most need of improvement**



Superintendent Communities of Practice and Executive Coaching

- LEAD Connecticut Superintendent Competency Framework
- Superintendent and HR Director Human Capital Community of Practice
- Early Career Superintendent Community of Practice
- Superintendent Executive Coaching Program



Developing Principal Leadership for Turnaround Schools



Vision of Effective Leadership

Vision of
Effective
Leadership

LEAD CT Turnaround School Leader Competency Framework

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

+

Personal Leadership: Belief. Manages Change and Resistance. Relationship Building. Equitable Practice. Resiliency.



Candidate Identification

Candidate
Identification

Sourcing for Alliance Districts

- Recruiting and selecting promising educators holding 092 licenses and promoting them for turnaround vacancies



Preparation

Preparation

UCAPP Residency

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

Turnaround Talent Identification Program

- Year-long community of practice
- Opportunities to observe successful practices
- Matching to Alliance District vacancies



Induction

Induction

Turnaround Leader Intensive Planning Program

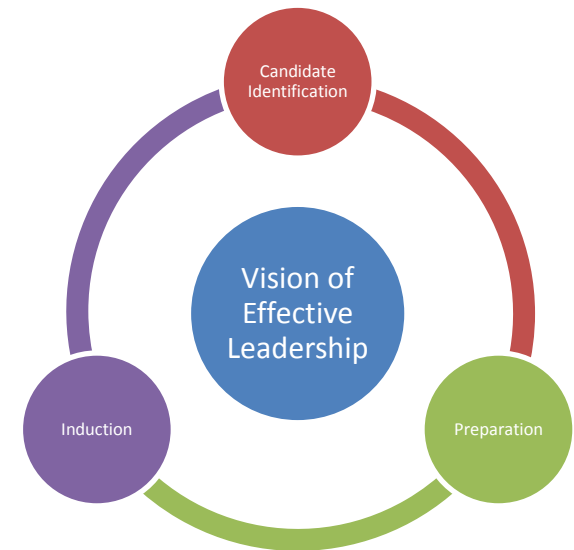
- Release from current role
- Support to diagnose and plan
- Opportunities to observe successful practices

Two-Week Summer Institute

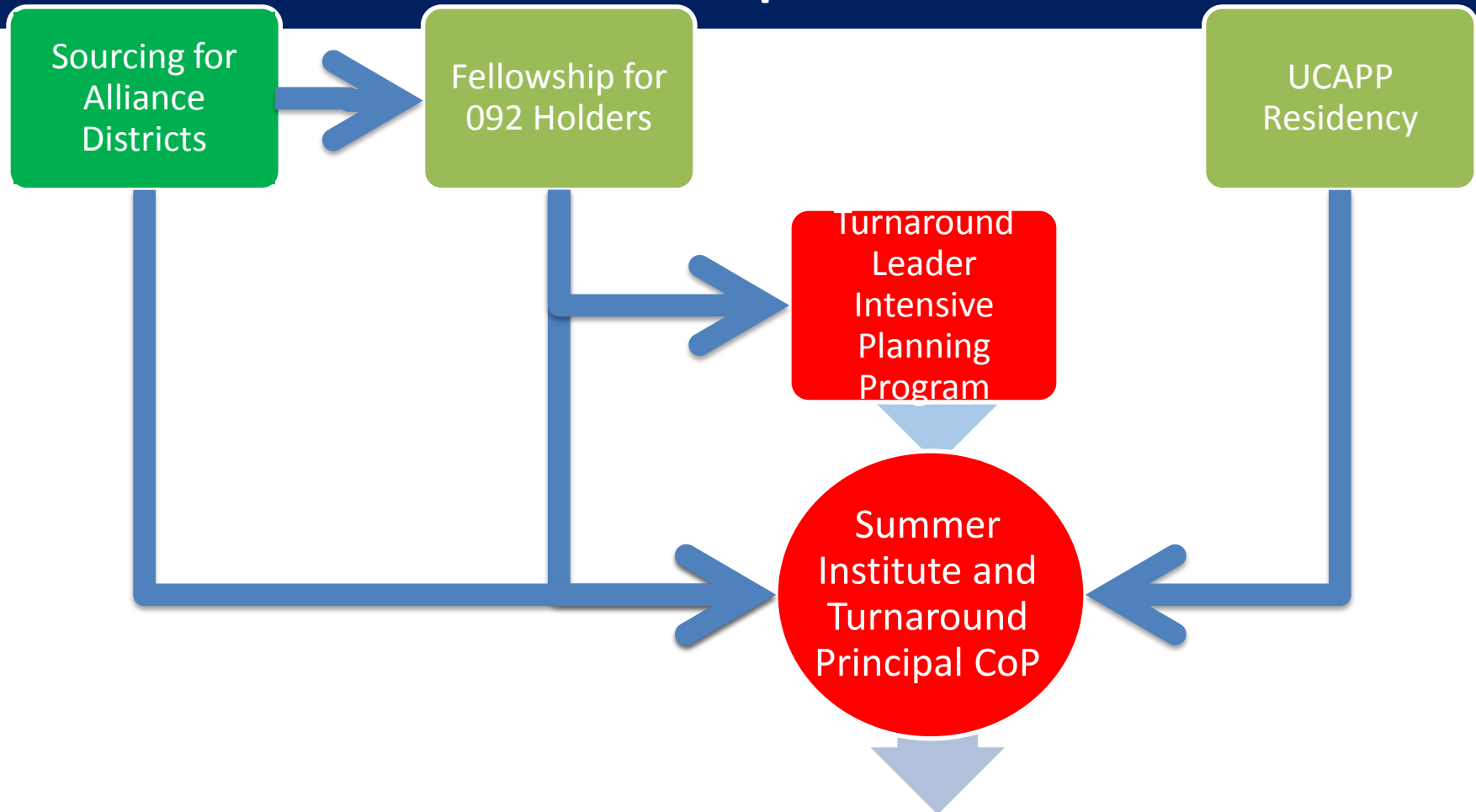
- Entry Planning
- DDI, Culture, Teacher Observation

First Year Principal Community of Practice

- Monthly seminars on key competencies/practices
- Individual coaching



Multiple Pathways into the Turnaround Principal CoP



Turnaround Leader Intensive Planning Program

Key Ideas:

- Set the Stage for Successful Leadership
- Recognize Context as Critical Lever for Improvement
- Establish Partnerships with Family and Community Stakeholders
- Develop Entry Plan



Key content of the Intensive Planning Program*

School diagnostic assessing the school's current state to inform entry plan

Staffing strategy & need assessment

Implementation planning

Stakeholder relationship development

Understanding the district context

Creating a vision for success



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