

LEADERSHIP ASSISTANCE CENTER


SONOMA COUNTY OFFICE OF EDUCATION



“ Research confirms that **leadership matters:** Strong instructional leaders have a profound effect on student achievement ”



Leadership Assistance Center
5340 Skylane Boulevard
Santa Rosa, CA 95403
(707) 522-3069 ■ Fax (707) 578-0220
www.scoe.org/leadership



About the Leadership Assistance Center

The Sonoma County Office of Education's Leadership Assistance Center was established in 2004 in recognition of the critical role that school

leaders—superintendents, district administrators, site principals, and teacher-leaders—play in improving student learning. At the state and local levels, considerable resources have been invested in professional development and support for teachers, but very little is available for school leaders. The Leadership Assistance Center was formed to fill that gap for Sonoma County schools and districts. The Center provides:

An administrative credentialing option that **moves theory into practice** for teachers and other educators preparing to enter site leadership positions.

An innovative coaching program that provides on-site, of-the-moment, reality-based, **contextualized support** to new principals.

Continuing learning opportunities that **respond to the issues and concerns** that new and experienced principals are facing in their schools today.

A powerful professional development program that **engages entire district teams** in collaborating to improve learning for all students.

A series of engaging seminars and job-shadowing experiences that introduces aspiring administrators to the **real-world work of school leadership**.

These initiatives provide emerging, new, and experienced school leaders with the practical tools and insights they need to do their jobs, and do them well. Underlying each program is a clear emphasis on strategies for closing the achievement gap. In addition, structures are provided so that participants can take the lessons “home” and fine-tune them to the needs of their school or district.

Administrative Credential Option: AB 430 Principal Training Program

AB 430 Principal Training is a professional development program designed to prepare interested educators for site leadership positions. The program is aligned to the latest research and trends in educational thinking and provides a state-approved administrative credentialing option. Individuals completing the program earn Professional Administrative Services Credential (PASC II, also called Tier 2) credit through their participation.

This 160-hour program is divided into three modules, each with a content training component and practicum.* The Sonoma County Office of Education (SCOE) is an approved provider for Modules 2 and 3 and can assist participants in selecting a provider for Module 1. The three modules are not sequential and may be completed in any order.

- Module 1 familiarizes administrators with the standards-based textbook programs for English-language arts and mathematics that are being used in their classrooms and provides training on how to implement instructional programs.
- Module 2 addresses the need to align monetary and human resources in order to meet student achievement goals. Three key areas are highlighted: vision and culture, fiscal management, and people and performance.
- Module 3 provides instruction on the use of technology to improve student achievement and explores tools that support data-based decision-making.

* *Practicum requirements can be met through participation in the Principal Coaching Program, Principals' Institute Workshops, or the Sonoma Leadership Network.*



California's demand for school principals
of qualified and experienced candidates

Principal Coaching Program

New principals can receive mentoring and on-the-job support through the Principal Coaching Program. Coaching is provided by experienced, highly successful administrators and former principals who have been trained on effective coaching models and protocols. Coaching takes place onsite through bimonthly one-on-one meetings, supplemented by ongoing email and telephone communication. Coaches are available to respond to both the immediate needs and long-term concerns of new principals, while respecting the substantial demands already being made on their time.

The Principal Coaching Program provides authentic opportunities for assistance—when and where it's needed. The focus of the coaching is to improve learning for all students and narrow the achievement gap for English learners and other populations. Coaches may assist in reviewing student data patterns, developing action plans, facilitating staff meetings, planning budgets, exploring research on best practices, and much more. The program is specifically designed to help new principals:

- Focus on classroom practices and achievement gap issues
- Address school culture issues that negatively impact improvement efforts
- Increase classroom observation skills and practices
- Develop collaborative relationships that support school goals
- Enhance instructional leadership skills
- Implement research-derived best practices to improve teaching and learning
- Develop professional learning community cultures and practices



Principals play a vital role in setting the direction for successful schools

Principals' Institute Workshops

The Principals' Institute offers high-impact workshops on current issues, practical application of research-based instructional practices, and schoolwide programs that have demonstrated success in improving achievement. These professional learning programs are intended to keep school administrators abreast of new best practices and in sync with professional development being offered to teachers and paraprofessionals. Workshops are linked to current county and district initiatives and are always designed from the administrator's perspective. Sessions are calendared every four to six weeks. A modest fee is charged for each workshop. Workshops are listed online at www.scoe.org/training.

Past workshops have included:

- Qualities of an Excellent Principal
- Legal Hotspots in Special Education
- High School Testing Apathy
- The Power of Professional Learning Communities
- Dogs, Drugs, and Dirty Dancing
- Houghton Mifflin Reading for Administrators
- Open Court Reading for Administrators



Comments about the Principal Coaching Program

As the only administrator at my site, it was wonderful to have someone to talk openly with, plan with, observe, and problem-solve with.

I benefited from my coach's experience, as well as his abundance of resources. He helped me understand and work with issues as they arose and afforded me a confidential environment in which to share my thinking and get feedback.

Principals is growing, and the number of principals is not meeting the demand

Sonoma Leadership Network

The Sonoma Leadership Network is a unique opportunity for district teams to learn about strategies that have narrowed the achievement gap in high-performing, high-poverty schools throughout California. Generously supported by a grant from the Stuart Foundation, the Network provides four full days of professional development, scheduled throughout the academic year, and supports districts as they explore strategies for improving student learning.

The Sonoma Leadership Network focuses on systems change—creating intensity, coherence, and focus on student achievement; closing gaps; and aligning instruction, assessment, resources, and strategies to meet learning goals. Network teams explore the research on high-performing schools and districts, then learn how to apply tools and protocols that have been so effective at other elementary, middle, and high schools.

Each team works with a trained facilitator to determine how session topics—aligning curriculum, setting measurable goals, creating a school culture focused on student learning, providing effective intervention, addressing issues of rigor and equity for all, and monitoring student performance—can be applied in their school or district. Customized in-district support is also available. Schools and districts in Program Improvement receive support and services aligned with state requirements to develop and implement plans for meeting improvement goals. Cohort group sessions are offered to support both new and continuing Network teams.



Contact us to learn more about the programs that are available to develop and support school leaders in Sonoma County.

Leadership Assistance Center
Sonoma County Office of Education
Cindy Pilar, Director
(707) 522-3069 or cpilar@scoe.org

Aspiring Administrators Academy

The Aspiring Administrators Academy is designed to develop a pool of potential candidates to fill school leadership positions in Sonoma County over the next five years, a period during which large numbers of retirements are anticipated. Developed by SCOE in partnership with local districts, this professional development opportunity includes a series of engaging seminars, job-shadowing experiences, and activities that are closely aligned with the real-world work of principals.

Participation in this program is by invitation only. Superintendents identify the aspiring administrators within their districts, selecting highly qualified teachers with demonstrated leadership potential who have a passion for helping students meet high academic standards.

**How do effective school leaders impact student learning?
By setting directions, developing people, and making the organization work**



Comments about the Sonoma Leadership Network

Our facilitator guided us through discussions that not only addressed our curricular needs, but helped us become cognizant of how we can be truly effective.

We have been very pleased with the progress our district has made this year in identifying programs and strategies to more effectively meet the needs of our English learners.



Program pricing: The Leadership Assistance Center operates on a cost-recovery basis and there is a participation fee for each program. Call for current pricing.