



Tyler ISD

Tomorrow's Education Today

Growing our Own Initiatives



Tyler Ready Principal Cohort

The objective is to develop principals from within our district who understand the needs of our students, the community we serve, and what defines our schools and our city.



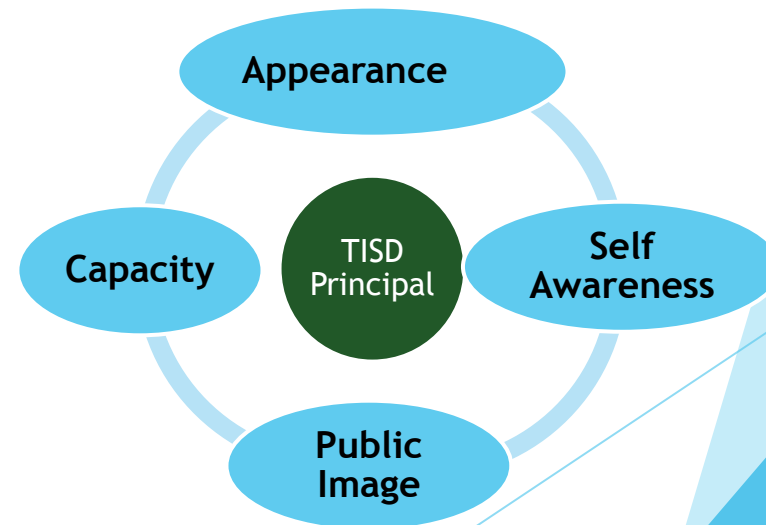
The Benefits

- ▶ The ability to promote great principals internally, rather than having to look outside, creates:
 - ▶ Better quality of performance
 - ▶ A seamless transition for schools with new leadership
 - ▶ A greater return on our professional development investment
 - ▶ A culture in which retention and promotion are rewarded and valued



Nuts & Bolts

- ▶ Current campus or district level leadership submit an application, a writing prompt response and letter of recommendation from the campus principal
- ▶ District level administration selects participants
- ▶ Monthly meetings are scheduled with an individual mentoring session in between meetings
 - ▶ January 19
 - ▶ February 16
 - ▶ March 22
 - ▶ April 19
 - ▶ May 17



Alignment with the New Principal Evaluation T-PESS



- **Instructional Leadership**
- **Human Capital**
- **Executive Leadership**
- **School Culture**
- **Strategic Operations**

Let's Get REAL

Texas Leadership Standards	Topic/Competency
<p>Instructional Leadership: The principal is responsible for ensuring every student receives high quality instruction.</p>	<ul style="list-style-type: none"> • Monitor and adjust instruction to meet the needs of all students • Utilize multiple forms of student-level data to drive sustained gains in student achievement • Deep understanding of teaching and learning • Knowledge of curriculum and assessment
<p>Human Capital: The principal is responsible for ensuring there are high-quality teachers and staff in every classroom and throughout the school.</p>	<ul style="list-style-type: none"> • Manage and lead staff • Observe and provide timely/on target feedback on the effectiveness of instruction • Coach, motivate, and grow people • Effective documentation • Conflict resolution
<p>Executive Leadership: The principal is responsible for modeling a consistent focus on and commitment to improving student learning.</p>	<ul style="list-style-type: none"> • Successful principal/teacher relationships • Optimizing personal strengths • Successful multitasking • Staff accountability • Personal accountability • Model appropriate communication strategies • Build strong and trusting relationships
<p>School Culture: The principal is responsible for establishing and implementing a shared vision and culture of high expectation for all staff and students.</p>	<ul style="list-style-type: none"> • Create and maintain a culture of urgency and commitment to high academic achievement of all students • Set high and achievable goals for teachers and students
<p>Strategic Operations: The principal is responsible for implementing systems that align with the school's vision and improve the quality of instruction</p>	<ul style="list-style-type: none"> • Facilitate collaborative development of strategic plan • Building community relationships • Effective budget management • Scheduling • Front porch focus

Aspiring Latino Leaders

The objective is to empower and mentor any Tyler ISD Latino employee aspiring to develop leadership skills to grow at a personal and professional level in order to:

- ▶ *Harness cultural traits and gifts to improve our education system*
- ▶ *Provide positive role models for our Latino students, peers, and community*
- ▶ *Promote growth within current role and build capacity for future opportunities*



Preparing to Lead

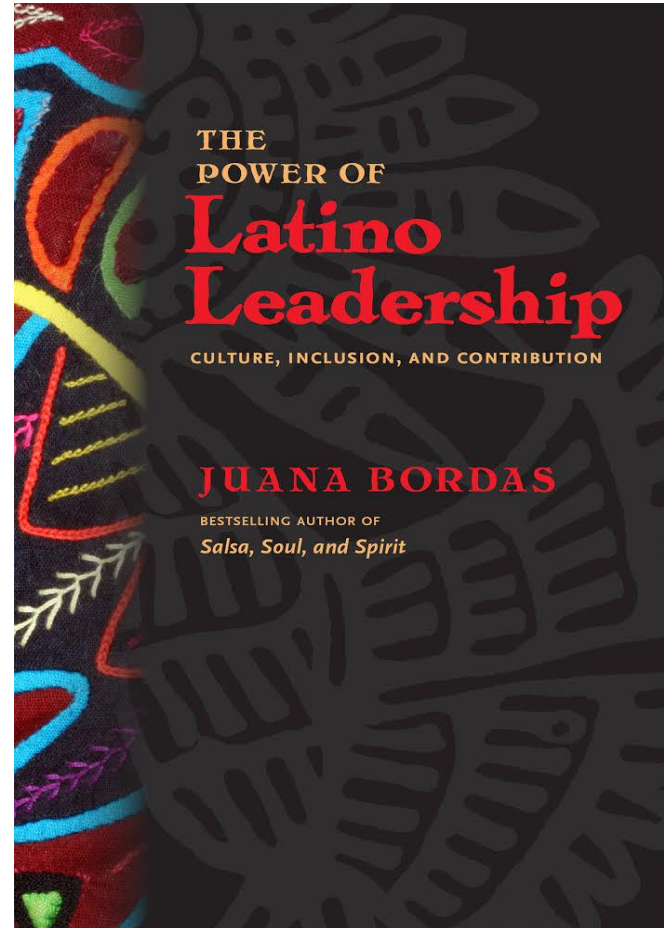
- ▶ It is estimated that the Latino/Hispanic community will double in size over the next 40 years and will comprise more than 30% of the United States Population by 2050
- ▶ Texas Hispanic student population at 51.8% (2013-2014)
- ▶ Tyler ISD Hispanic student population currently at 45%
- ▶ Tyler ISD Hispanic staff currently at 8.04%



The Ten Principles of Latino Leadership

In an environment that supports individual potential and affirms the assets Latinos bring to Tyler ISD, participants will:

1. Understand and utilize their leadership style
2. Improve team skills
3. Learn to utilize feedback for development
4. Enhance leadership abilities
5. Build their network
6. Develop a career plan



Nuts & Bolts

- ▶ **Voluntary participation - 37 have signed up**
- ▶ **Meetings 3-4 times per semester**
- ▶ **Spring 2016 Dates:**
 - ▶ March 15
 - ▶ April 26
 - ▶ May 12
 - ▶ Fall 2016 & Spring 2017 TBD



Thank you for your attention - If you have questions or feedback, please feel free to contact me.

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