

Arkansas Leadership Academy

# Leadership Development: A Systems Approach

2009

- Creating and Living the Mission, Vision, and Beliefs
- Leading and Managing Change
- Developing Deep Knowledge of Teaching and Learning
- Building and Maintaining Collaborative Relationships
- Building and Sustaining Accountability Systems

346 WEST AVENUE ANNEX, ROOM 300, UNIVERSITY OF ARKANSAS, FAYETTEVILLE, AR 72701

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## Arkansas Leadership Academy Partners

PROFESSIONAL ORGANIZATIONS	EDUCATION SERVICE COOPERATIVES
Arkansas Association of Educational Administrators	Arch Ford Education Service Cooperative
Arkansas Association for Supervision and Curriculum Development	Arkansas River Education Service Cooperative
Arkansas Education Association	Crowley's Ridge Education Service Cooperative
Arkansas North Central Association	Dawson Education Service Cooperative
Arkansas Rural Education Association	DeQueen-Mena Education Cooperative
Arkansas School Boards Association	Great Rivers Educational Cooperative
Arkansas School Public Relations Association	Northcentral Arkansas Education Service Center
Arkansas National State Teachers of the Year	Northeast Arkansas Educational Cooperative
Arkansas Parent Teachers Association	Northwest Arkansas Education Service Cooperative
UNIVERSITIES	Ozarks Unlimited Resources Cooperative
Arkansas State University	South Central Service Cooperative
Arkansas Tech University	Southeast Arkansas Education Service Cooperative
Harding University	Southwest Arkansas Educational Cooperative
Henderson State University	Western Arkansas Education Service Cooperative
Lyon College	Wilbur D. Mills Education Service Cooperative
GOVERNMENTAL AGENCIES	
Ouachita Baptist University	Arkansas Department of Education
Southern Arkansas University	Arkansas Department of Higher Education
University of Arkansas, Clinton School of Public Service	Arkansas Department of Workforce Education
University of Arkansas, Fayetteville	Arkansas Educational Television Network
University of Arkansas at Fort Smith	BUSINESS AND INDUSTRY
University of Arkansas at Little Rock	Tyson Foods, Inc.
University of Arkansas at Monticello	Wal-Mart Stores, Inc.
University of Arkansas at Pine Bluff	EX-OFFICIO
Williams Sapien College	Office of the Governor
SUPERINTENDENT REPRESENTATIVES (2)	State Board of Education

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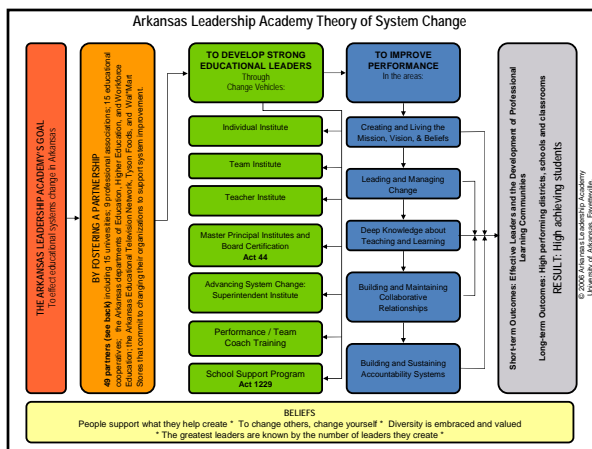
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**Vision**

An innovative academy preparing educational leaders who develop high performing learning communities throughout Arkansas.

**Mission**

To develop and sustain a cadre of leaders in public education in Arkansas through collaborative governance by Academy partners resulting in an expanded vision, statewide system change initiatives, synergy among stakeholders, and leadership development institutes.

**Beliefs**

- ❖ People support what they help create
- ❖ Diversity is embraced and valued
- ❖ To change others, change yourself
- ❖ The greatest leaders are known by the number of leaders they create

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**5 Performance Areas**

- ❖ Creating and Living the Mission, Vision, and Beliefs
- ❖ Leading and Managing Change
- ❖ Developing Deep Knowledge of Teaching and Learning
- ❖ Building and Maintaining Collaborative Relationships
- ❖ Building and Sustaining Accountability Systems

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**Collaborative Structures**

- ❖ Partners
- ❖ Superintendents
- ❖ Principals
  - Phase I
  - Phase II
  - Phase III
- ❖ Teacher Leaders
- ❖ School Support

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Our goal is to raise the capacity of all leaders to support high levels of student and adult learning:

- PLC's
- Action Research
- Professional Learning Plans

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I. CREATING AND LIVING THE MISSION, VISION AND BELIEFS

3.3 Collaborative Culture		1	2	3	4	5
3.3a Interactive communication and shared language	3.3a1	The principal's skills vary in quality and timing of interactive communication occurs with a few stakeholders.	The principal's skills vary in quality and timing of interactive communication primarily with teachers, some staff, and parents.	The principal establishes consistent, interactive communication with most teachers, staff, students, parents, and district staff.	The principal establishes consistent, interactive communication with most teachers, staff, students, parents, and district staff.	The principal consistently demonstrates interactive communication with teachers, staff, district staff, students, and community members.
	3.3a2	There is no shared language in the school about the ACSIP, mission and vision, or teaching and learning efforts (e.g., action research and classroom walkthroughs).	There is limited shared language in the school about the ACSIP, mission and vision, or teaching and learning efforts.	Some shared language exists about the ACSIP, mission, vision, core beliefs, professional development, and teaching practices.	A shared language exists about the strategic plan (including ACSIP requirements), mission, vision, core beliefs, professional development, teaching practices, and programs and gaps in student performance.	A shared language exists within the school, district, and community about the strategic plan (including ACSIP requirements), mission and vision, and individual and joint teaching and learning efforts as well as progress toward results.

MASTER SCHOOL PRINCIPAL PROGRAM  
 Revised 7/1/07  
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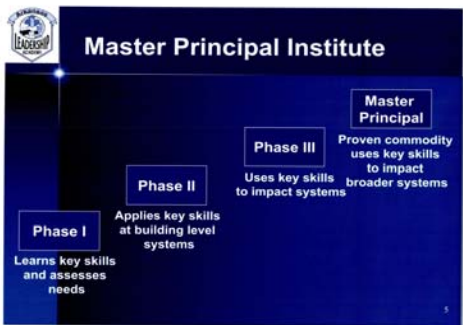
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Network Development

Human Capacity Development

⇒ Professional Development

- NSDC
- Tools
- Growth throughout Career Continuum

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Arkansas is moving into the next phase of this comprehensive initiative through Smart Leadership... with a focus on professional development.

Arkansas Smart Leadership

VISION

*Professional development in Arkansas is purposeful, connected and sustained to support adult learning resulting in high student performance.*

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As a result of these efforts, the achievement gap is narrowing:

From the first benchmarks in 1998



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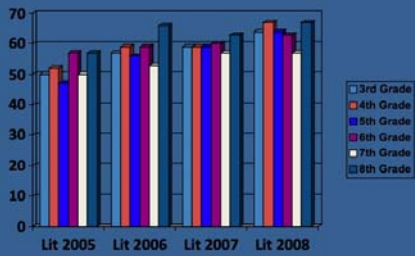
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Fast forward 10 years later to 2008



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Questions?

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