



INTEROFFICE MEMORANDUM

To: M. Ann Levett, Ed.D., Superintendent

From: Ramon Ray, Chief Human Resources Officer, Human Resources
Kaye Aikens, Senior Director of Professional Learning, Human Resources

Subject: Building Effective Leadership DAS 4. C.1.

Date: August 8, 2018

The Savannah-Chatham County Public School System has offered Leadership Development to teachers and school district leaders for several years in accordance with Building Effective Leadership-DAS 4.C.1. The State of Georgia requires teacher and leader development to increase teacher and leader retention and on-going growth and development. Key points and attributes of effective leadership development initiatives are outlined below.

Key Points:

- **Principal Induction Program (PIP)**
The Principals Induction Program offers new and developing Principals with zero to four years of experience and veteran Principals transferring into the school district with opportunities to participate in orientation to their new jobs and job-embedded differentiated professional development depending on their individualized and specific developmental needs. In addition, mentors are assigned to provide ongoing support dependent upon individual Principal's needs.
- **Accelerated Teacher Leadership Program (ATLP) - Pipeline Leadership Development Initiative**
To bridge the gap between theory and practice, Teacher Leaders are recommended by Principals and submitted to Executive Directors based on their successful and effective teaching practices, TKES performance, mentoring of other teachers, engagement in school level leadership roles, effective work ethics and implementation of best practices that consistently and positively impact school improvement (teaching, learning, student growth, and student achievement). Executive Directors select a yearly Teacher Leader cohort who participates in the five-month Pipeline Initiative (October-February).
- **Assistant Principal Leadership Forum (APLF)**
The Aspiring Principals Leadership Forum is available to Assistant Principals who have completed three or more years of experience. The program provides additional

professional development and skills-building for Assistant Principals' preparation and pursuit of opportunities to become a school principal or serve in another district-level leadership role.

- **Aspiring Principals Leadership Program (APLP) - Pipeline Leadership Development Initiative**

The Aspiring Principals Leadership Program (APLP) is available to Assistant Principals who have completed three or more years of experience. The program provides additional professional development and skills-building for Assistant Principals' preparation and pursuit of opportunities to become a school principal or serve in another district-level leadership role.

BUILDING EFFECTIVE LEADERSHIP 2016-2017		
Program	Number of Sessions	Number of Participants
Principal Induction Program	5	16
Accelerated Teacher Leadership Program	5	28
Assistant Principal Leadership Forum	5	69
Aspiring Principal Leadership Program	10	18
*Accelerated Teacher Leadership Program (*6 appointed as Assistant Principals, 2 Academic Coaches, 1 District Teacher Specialist and 2 Induction Coordinators)		
*Aspiring Principal Leadership Program (*3 appointed as Principals)		

BUILDING EFFECTIVE LEADERSHIP 2017-2018		
Program	Number of Sessions	Number of Participants
Principal Induction Program	14	18
Accelerated Teacher Leadership Program	15	18
Assistant Principal Leadership Forum	47	68
Aspiring Principal Leadership Program	11	12
*Accelerated Teacher Leadership Program (*2 appointed as Assistant Principals, 1 Induction Coordinator and 1 Academic Coach)		
*Aspiring Principal Leadership Program(*5 appointed as Principals)		