

Recruiting Leaders for Turnaround Schools

Purpose: Recruit aspiring administrators to teach in high needs schools while earning their Master's Degree in Educational Leadership. Develop their capacity to lead in a high needs school thru reflecting on and studying effective practices in turnaround schools. Upon completion of their Master's Degree and the Future Leaders Academy, leaders will begin their assistant principal career with a highly effective principal and then move to a high needs school after serving a minimum of 2 years in their entry level assistant principal position.

Eligibility Requirement

- Effective instructional personnel with 3 years or more experience in K-12 education.
- Two years of successful teaching experience in a high- need school with a rating of *Effective or Highly Effective* each year
- Interest in pursuing a Master's degree in Educational Leadership and working at a school in need of turnaround.
- Successful Interview (role play, questions) with district staff; assess for stability and "sticktoittiveness"
- Successful informal classroom observation by district staff that demonstrates capacity to be an effective instructional leader.

Commitment

- Enroll in the Masters in Educational Leadership program at the University of Tampa in August 2018.
- Successfully complete course work for year 1.
- Successfully complete a midway interview process in order to enroll in courses for year 2.
- Successfully complete the course work for year 2.
- Teach at one of the schools under state intervention while you are earning your Master's Degree.
- Remain at that school until you become an assistant principal.
- Participate in Professional Learning Network Sessions.
- Attend Summer Orientation Session.
- Upon graduation from University of Tampa, apply and enter the HCPS Future Leaders Academy.
- Serve as an assistant principal with a highly-effective principal and after two years, willingly agree to serve at a school under district focus school.

Benefits

- TLP Grant Funds will pay up to 50% of your Master's Degree (up to \$9,000)
- Grant funds will be utilized once the participant has successfully completed the midway interview and course work for year 1.
- Opportunity to serve in an instructional and administrative position at a high-needs school.
- Assistance getting placed as an assistant principal with a high-performing principal.
- Given high consideration for acceptance into the Ed.S. program at USF for Turnaround Schools.

Timeline

- December 2017 – Information Session for interested instructional personnel; Release application
- Mid-January 2018 – Applications Due
- Late January 2018 – Round 1: Screen Applications
- Early February 2018 – Round 2: Interview Applicants
- Late February 2018 –Round 3: Observe Applicants at the schools
- Early March 2018 – Select candidates for 2017-18 cohort
- Late March 2018 – Selected candidates apply to University of Tampa
- April 2018 – During transfer period, selected candidates interview & transfer to a high-needs K-12 school
- June or July 2018 – Retreat for selected candidates
- August 2018 – Begin M.Ed. at University of Tampa