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Let’s Reflect . . .

Take a moment to reflect on your internship experience(s). . .

- What was the most valuable part of your experience?
- What changes would you make to improve your experiences?
LEADERSHIP MAKES A DECISION DIFFERENCE

Intelligent
Honest
Creative
Confident
Driven
Courageous
Effective leadership comes only second to teachers in having the greatest impact on student achievement. Principals alone account for a full 25% (Marzano et al., 2005) of the total school impact on student achievement.
The research evidence is overwhelming:

Quality principals result in quality schools that produce higher student performance. And the opposite is also true: Poorly prepared principals lead schools nowhere—and once certified, they remain in the system for many years, obstructing school improvement.

Southern Regional Education Board, 2005
All too often, training has failed to keep pace with the evolving role of principals. This is especially true at most of the 500-plus university-based programs where the majority of school leaders are trained.

Southern Regional Education Board, 2005
Many programs offer internships, but the Stanford research found that they commonly settle for fleeting experiences and passive exercises, such as shadowing a principal.

Southern Regional Education Board, 2005
Governor’s Congress on School Leadership

Recommendation

- Redesign Alabama’s Educational Leadership Preparation Programs.
Governor’s Congress on School Leadership

- Alabama Integrated /Collaborative Internship
  - Collaboration between the university and LEA that anchors internship activities in real-world problems principals face, provides for appropriate structure and support of learning experiences, and ensures quality guidance and supervision.
Overview of the Principal Candidate Semester Residency Program

- Topics to be covered:
  - Purposes of Principal Residency
  - Eligibility to Apply for Grant
  - LEA/University Partnership Responsibilities
  - Application Requirements/Format
  - Selection Process
  - Number of Residencies to be Funded
  - How Funding May Be Used
  - Proposed Future of Semester Residencies in Alabama
Source and Purpose of Funding

- Original Funding Secured by:
  - Senator Trip Pittman – 32nd District, Baldwin County
  - State Board of Education
  - Program funds are dependent upon a yearly appropriation by the Alabama State Legislature.
  - Affords principal candidates the opportunity to be mentored by a successful Instructional Leader for a full semester.

- Ensure that every school is led by a well-prepared, resourced, supported, and effective leader. (PLAN 2020)
Strengthen the LEA/university partnerships supporting a leadership succession plan for each LEA based on future leadership needs.

Ensure that principal candidates’ practice is aligned with the Alabama Standards for Instructional Leaders.
Funding is allocated for candidates who have successfully completed requirements of a redesigned Masters level program in Instructional Leadership and are ready for a residency during a Spring or Fall recruitment period.
Candidates for a residency must be supported by a Memorandum of Agreement (MOA) between the LEA and the university during their preparation program.

LEA is willing to release the candidate for a full semester (fulltime) residency.

LEA/university partnership can place the resident with a successful Instructional Leader who has completed mentor training.

The resident **may not** complete a residency at his/her home school.
Application

- An application must be submitted for each resident from an LEA/university partnership seeking funding for a semester residency.

- Completion of the application should be a joint effort between the LEA and university.
Application Format

Format

- Section I.  Describing the Strengths of the Candidate
- Section II.  Describing the Strengths of the Partnership(s)
- Section III.  Describing Mentor Selection
- Section IV.  Describing the Residency
- Section V.  Describing Residency Evaluation
Section I.

The candidate should provide a brief narrative, no more than one (1), double-spaced page, explaining why he or she would like to a semester candidacy. A current resume for the candidate should also be included.
Describe the strength of the LEA/university partnership applying for the semester residency grant. Provide evidence of a strong and dynamic partnership that is evident by giving examples of specific practices and active participation of each partner. Also include a current copy of a signed Memorandum of Agreement (MOA) detailing the roles and responsibilities of the partnership sponsoring the residency.
Define specific activities that will occur during the residency to ensure that the candidate will have learning experiences aligned to each of the Alabama Standards for Instructional Leaders. Identify each activity as being one in which the Resident will observe, participate in, or lead.
Section V.

Explain how the LEA/university partnership will monitor, evaluate, and ensure that the candidate will attain leadership knowledge and skills related to each of the Alabama Standards for Instructional Leaders. Include a process for formative feedback involving the Resident and partners and clear steps that will be taken to remediate any deficiencies that are identified.
An application must be submitted for each resident seeking funding for a semester residency through the LEA/university partnership.
Selection Process

The Principal Residency Application Review Committee carefully reads, scores, and ranks the applications.
Based on the scoring of the review committee, residencies are funded using the following procedure.

- Scores are ranked from highest to lowest.
- The highest ranking candidates are selected until all residency slots are filled.
The number of grants awarded will be depended upon funds that are appropriated for the program on an annual basis.

A residency is a one-semester leadership experience specifically designed for a resident under the guidance of a veteran, successful Instructional Leader.
Each residency will be funded at $25,000.

- Funding must be used to pay a certified teacher who will take the resident’s place during the residency.

- Funding for a mentor stipend (if one is paid) is the responsibility of the partnership.
Funding will flow to the LEA for the sole purpose of supporting the semester residency for the selected candidate(s).
The future . . .

- LEA leadership succession planning is the norm in Alabama.
- LEA/university partnerships exist statewide working together to prepare Instructional Leaders.
- A semester residency is a requirement for Instructional Leadership preparation.
- Alabama fully funds the semester residency.