

# School Leadership and Talent Development

Enhancing the knowledge, skills and retention of Oklahoma school leaders and teachers to support students and the school community

### WHY IS THIS INITIATIVE NEEDED?

The School Leadership and Talent Development Initiative includes programs to strengthen Oklahoma's educator pipeline: **Moving Up** – supporting assistant principals with a focus on collaborative leadership; **Principal Induction Academy** – providing training to early-career principals; **First Class** – providing virtual coaching and mentoring for new teachers; **Data Institute** – utilizing data to build effective schools and improve student achievement; **Teach for America Oklahoma chapter grant** – combating the teacher shortage.

### HOW WILL THIS INITIATIVE WORK?

The **Moving Up** program will involve cohorts of assistant principals who will meet multiple times a year between the 2021-22 and 2023-24 school years. In the **Principal Induction Academy**, 50 early-career principals will meet multiple times a year between the 2021-22 and 2023-24 school years. The **Data Institute** will include 100 participants per year at a two-day professional learning academy in fall 2021, 2022 and 2023.

Teacher retention is strengthened with induction programs for new teachers. In the **First Class** program, a cadre of established teachers will serve as instructional coaches, engaging in virtual coaching with up to 250 new teachers while mentors provide on-site support at the building level.

### WHAT IS THE RESEARCH BASE FOR THIS INITIATIVE?

- [The Power of Collective Efficacy](#) demonstrates how innovative leaders can create a culture of collective impact.
- [The Role of Assistant Principals: Evidence and Insights for Advancing School Leadership](#) is the Wallace Foundation's examination of the research base for assistant principals.
- [A Snapshot on Mentoring and Induction](#) provides evidence that these programs can improve teacher retention and performance.
- In [Administrator Data Literacy Fosters Student Success](#), the Data Quality Campaign argues that school personnel can leverage data for a host of positive outcomes.
- [How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research](#) argues that investing in their development yields strong outcomes.

### WHAT IS THE OSDE'S TOTAL INVESTMENT IN THIS INITIATIVE?

Approximately \$8 million over three years.

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## FREQUENTLY ASKED QUESTIONS

### Who is eligible to participate in these programs?

Moving Up is designed for assistant principals and first-year principals. The Principal Induction Academy is available to principals with up to three years of experience as lead principals. The Data Institute is available to principals and their leadership teams. All first-year teachers are eligible to participate in First Class. Once selected, First Class teachers will be mentored by a teacher selected by their site principal and matched with a virtual instructional coach.

### How can interested participants apply?

Applications for [Moving Up](#) and the [Principal Induction Academy](#) are open until Sept. 10, 2021. The first Data Institute is Sept. 23-24, 2021, and has reached capacity. The First Class program is underway for the 2021-22 school year.

### What is the cost to participate?

All programs in the School Leadership and Talent Development initiative are available at no cost to eligible participants.

### Is participation required?

No. The OSDE strongly encourages early-career principals, assistant principals, first-year teachers and data teams to participate, particularly due to the challenges schools are facing as a result of the COVID-19 pandemic.

### Is it possible to sign up for more than one of these programs?

Assistant or first-year principals should participate in Moving Up. The Principal Induction Academy is designed for early-career principals. The Data Institute is open to all school leaders and can be attended concurrently with either Moving Up or Principal Induction Academy. Only first-year teachers may apply for the First Class program.

### How will the programs in this initiative impact Oklahoma students?

[Principals are second only to classroom teachers in their educational impact on students.](#)

Enhancing their skills, knowledge and strategies through a principal pipeline will support improved instruction, teacher retention and student achievement. Retention of new teachers provides instructional stability, enhances teacher effectiveness and positively impacts students.

### How can schools use current data to improve student outcomes?

All schools have an abundance of data available to inform instructional decisions and resource allocation. In order to leverage the data most effectively, they should use proven frameworks and strategies to engage collaborative teams and processes that create a schoolwide emphasis on identifying root causes and using evidence-based strategies. The Data Institute will highlight processes and practices that inform data use and decision-making that results in school-wide improvement.

*For questions about Moving Up, the Principal Induction Academy and the Data Institute, contact Jaycie Smith, Executive Director of Teacher and Leadership Development, at [Jaycie.Smith@sde.ok.gov](mailto:Jaycie.Smith@sde.ok.gov). For questions about First Class, contact Susan Pinson, Executive Director of Professional Learning, at [Susan.Pinson@sde.ok.gov](mailto:Susan.Pinson@sde.ok.gov). For questions about the TFA Oklahoma educator pipeline grant, contact Mathangi Shankar at [Mathangi.Shankar@sde.ok.gov](mailto:Mathangi.Shankar@sde.ok.gov).*

*For information about federal coronavirus relief funding, see the [American Rescue Act FAQs](#).*