

Selecting and Developing the 21st Century Principal

An operational plan approved by NASSP and an operational agreement are required from each new project prior to confirming the initial assessor training.

ASSESSOR TRAINING

The sponsoring project is responsible for:

- **Training fees:** \$6,000/assessor training seminar (includes fees and expenses for two trainers for 3-day program).
(NASSP certified local co-facilitator – subtract \$2,700)
- **Materials fees:**

20 to 29 participants	\$230 per participant
30 to 34 participants	\$200 per participant
35 or more participants	\$180 per participant
- **Shipping and Handling fees:** \$100 (For last minute requests, however, projects will be responsible for the \$100 handling fee **plus** actual “rush” shipping costs.)
- **Local costs** (include but may not be limited to):
 - Travel, lodging, and meals for assessor trainees
 - Training site expenses
 - Project is responsible for purchasing materials for their first and future programs

ASSESSMENT CENTER MONITORING

The first assessment center run by a new project will be monitored by an NASSP–approved monitor.

- **Monitor fees:** \$1,600 for the **first program** conducted by the project (to be paid directly to the monitor).
- **Expenses:** Travel, lodging, meals, and miscellaneous expenses for one NASSP-approved monitor for the **first program** conducted by the project (reimbursed directly to the monitor).

With approval from NASSP in advance, centers may collaborate with other centers to share monitoring responsibilities and costs. NASSP reserves the right to assign the monitor in these collaborative arrangements.

ASSESSMENT CENTER MATERIALS

Materials for 6 participants (@ \$90 each) plus shipping & handling (\$20)\$560

Quantity Discounts (prices include shipping and handling of \$20 per center)

6-24	participants	1 to 4 centers	\$560/center (full price)
30-48	participants	5 to 8 centers	\$506/center (10% off)
54-72	participants	9 to 12 centers	\$479/center (15% off)
78-96	participants	13 to 16 centers	\$452/center (20% off)
102+	participants	17+ centers	\$425/center (25% off)

Center materials are packaged in sets for 6 participants per center.

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21st Century School Administrator Skills (SAS)

The *21st Century School Administrator Skills (SAS) Program* is designed to help new and potential school administrators build skills essential for their success.

It utilizes state-of-the-art development techniques to help new and potential school leaders develop the skills identified in the National Association of Secondary School Principals' assessment program *Selecting & Developing the 21st Century Principal* and the standards endorsed by the Interstate School Leaders Licensure Consortium (ISLLC).

SAS, a three-day program, provides a safe environment for new and potential school administrators to practice skills and receive feedback essential for their professional development.

Program Components

Part I. Pre-Seminar Activities

- Completion of self and peer surveys based on ISLLC dispositions
- Readings in instructional leadership, supervision, and management oriented to the beginning principal
- Completion of a needs analysis based on NASSP Assessment and ISLLC Standards and skills
- Identification of development needs

Part II. Seminar

- **Orientation**
Clarification of the essential skills and key behaviors; goal setting for the simulation; practice with skills performance and feedback; and an opportunity to plan for the simulation
- **Simulation**
A one-day school district simulation in which participants play leadership roles and deal with situations that typically occur in schools
- **Feedback**
Participants collect extensive information regarding their performance in the simulation through self-evaluation and from peers
- **Development Plan**
Participants work through a process to establish goals and develop an action plan to accomplish those goals within the context of their present job responsibilities

Part III. Fifteen-Week Practice Period

- **On-the-Job Experience**
Participants spend 15 weeks in their job working on an individually designed development plan with the continuing support and counsel of peer coaches

Part IV. One-Day Follow-Up Seminar

- **Progress Reports**
The participants share their experiences and accomplishments with each other for review and feedback
- **Future Development**
Participants work with their peer coaches to update their goals and development plans

Anticipated Program Outcomes

Participants experience professional growth through a comprehensive program design and proven adult development practices that include:

- Personalized needs assessment
- 360 assessment
- "Safe" job-like learning environment
- Analysis of eight critical leadership skills
- Extensive performance feedback
- Clarification of goals
- System for monitoring leadership skill development
- Peer support
- Long-term follow-up
- Continuing self-directed career development process
- Increased self-confidence

NASSP trainers will conduct *21st Century School Administrator Skills* locally and train facilitators to conduct the future training sessions using materials purchased from NASSP.

Implementation costs – *21st Century School Administrator Skills*:

Training Fee: **\$7,550.00** – This includes fees and all expenses for two trainers for four days. Three days to deliver the program and one additional day to train facilitators.

Materials per person: **\$130.00**

Shipping & Handling: **\$100.00**

Local costs: (include but may not be limited to):

- Travel, lodging, and meals for trainees
- Training site expenses
- Refreshments for breaks
- Standard training supplies

After facilitators are trained and certified by NASSP the contracting organization bears only the cost of materials for any future SAS training sessions conducted by the local facilitators.