

Selecting and Developing the 21st Century School Principal

Center for Principal Development ~ An Investment with Major Dividends

Program Overview

Successful schools require leaders who are able to perform at optimum levels, and who have the skills to meet present and future complex challenges. The need to identify and develop leadership talent is critical. Many school districts face a severe shortage of educational leaders caused by district growth, retirement, and high demand.

With more than 20 years experience with assessment and development of prospective principals, the National Association of Secondary School Principals has the expertise to assist with the identification and development of high potential administrators.

Selecting and Developing the 21st Century Principal is a contemporary assessment tool that can help identify and/or develop effective school leaders. It is designed to measure leadership potential by diagnosing behavioral strengths and development needs of prospective principals.

Program Components

- During the Assessment, trained assessors observe assesseees as they engage in a series of authentic, interrelated activities that simulate the work of a school principal.
 - Assessors share observations, integrate data, reach consensus, and write an assessment report on each participant's strengths and improvement needs in specific skills associated with effective school leadership.
 - Videotape and computer software facilitate written assessment reports.
 - The center director reviews a performance report with each participant in a developmental feedback session conducted a few weeks after the center.
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Anticipated Program Outcomes

Selecting and Developing the 21st Century Principal:

1. Determines the promotional readiness of candidates for the assistant principalship and principalship and identifies high potential instructional leaders.

Generates an assessment report that can be used in conjunction with other information in making placement and selection decisions.

Anticipated Program Outcomes (cont.)

2. Provides each participant with accurate information about his/her leadership strengths and improvement needs that can be used to assist in planning career goals and personal and professional self-development activities.
3. Provides decision-makers with an independent, objective assessment of each participant's strengths and improvement needs in skills identified as critical for success in the principalship. These include the skills to:
 - be an effective instructional leader (*Setting Instructional Direction, Teamwork, Sensitivity*)
 - resolve complex problems (*Judgment, Results Orientation, Organizational Ability*)
 - communicate effectively (*Oral Communication, Written Communication*)
 - develop self and others (*Development of Others, Understanding Own Strengths and Weaknesses*).
4. Provides data for planning professional development of school leaders in a district, region, or state.
5. Is anchored in job-related simulations
6. Enables participants to more readily accept selection and promotion decisions.
7. Develops the ability of assessors to conduct coaching and feedback sessions and performance appraisals, and create development plans for self and others.

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FOR ADDITIONAL INFORMATION, please contact:

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