

Leadership Institute access is included in each ACCP candidate's credential fee. LI is offered locally through many of our local program affiliates. Developed by the New Teacher Center, content is research-based, practical, immediately applicable and presented by successful, experienced educational leaders. LI is presented in ten half-day modules, 8:30-12:00, providing time for professional growth and regional networking off-campus, while allowing site leaders to get back to the school site for the afternoon. Each session includes current readings in education, interactive practice with peers using management and leadership tools, time to plan implementation of new knowledge and skills, and facilitated discussion of current challenges and successes.

modules

- Climate and Culture
- Time Management and Delegation
- Decision Making
- Supervision: Formative Assessment
- Evaluation: Summative Assessment
- Meeting Facilitation
- Using Data
- Professional Learning Communities
- Recruitment, Staffing and Working with New Teachers
- Vision and Leadership Style

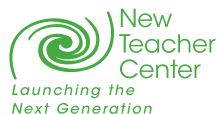
acsa/ntc local programs

- **New Teacher Center:** Nathan Cross, ncross@newteachercenter.org (Santa Cruz, Santa Clara, San Mateo, San Benito, Monterey counties)
- **Sacramento ACSA:** Michael Bossi, mbossi@acsa.org (greater Sacramento & foothills, all of Calif. not served by a local program)
- **LEAD Network:** Bill Faraghan, bfaraghan@pleasanton.k12.ca.us & Leslie Anderson, landers@srvusd.net (Dublin, Pleasanton, San Ramon Valley districts)
- **CASST:** Jackie Flowers, jflowers@sjcoe.net (Calaveras, Amador, Stanislaus, San Joaquin, Tuolumne counties)
- **Solano COE:** lehenderson@solanocoe.net (Solano county)
- **Lake/Colusa/Mendocino COE:** Wally Holbrook harryholbrook@sbcglobal.net (Lake, Colusa, Mendocino, and Del Norte counties)
- **San Bernardino COE:** Socorro Barron socorro_barron@sbcss.k12.ca.us (San Bernardino county)
- **San Luis Obispo COE:** Christin Newlon cnewlon@slocoe.org (San Luis Obispo county)
- **Santa Barbara CEO:** Kathy Hollis khollis@sbceo.org (Santa Barbara county)
- **Fresno COE:** Di Leonardo dleonardo@fcoe.k12.ca.us (Fresno county)
- **Poway Unified School District:** Diane Cantelli dcantelli@powayusd.com (Poway Unified School District)

for program information, contact



Michael Bossi, Leadership Coaching Director
 ACSA Educational Services Department
 916.329.3843 • 800.608.2272 • mbossi@acsa.org



Nathan Cross, Coordinator, New Administrator Program
 School Leadership Development, New Teacher Center
 831.600.2200 • ncross@newteachercenter.org

ACSA/NTC

LEADERSHIP
 COACHING



Alternative Clear
 Credential Program

coaching-based

pathway to the

professional clear

administrative

services credential

acs/ntc alternative clear credential program

YEAR 1

Step 1

- Coach-coachee classroom walkthroughs
- Reflective CPSEL-based self-assessment
- Coach-coachee discussion of CPSEL outcomes and practices
- Collaborative logs of 3-5 meetings
- Conference with coach-coachee-supervisor

informs

Step 2

SMART IDP/Action Plan for Year 1

focuses outcomes for coaching work

Step 3

IDP/Action Plan guided and supported by development in seven CPSEL areas:

- DOPs 1.1
- DOPs 2.2
- DOPs 3.3
- DOPs 4.1
- DOPs 5.1
- DOPs 5.3
- DOPs 6.2

Defines the pathway for achievement of the goal and leadership practices

Step 4

- Growth through ongoing formative assessment in attainment of each step of action plan
- Ongoing strategic Blended Coaching



- Celebrate attainment of each step of action plan

reflect ■ assess ■ celebrate

Step 5

End of Year 1 Formative Assessment

- Site-based Online Reflection 1
 - leadership capacity
 - instructional practice
 - student learning
- CPSEL/DOPs-based Growth Online Reflection 2
 - document developing/standard/exemplary practice
 - track growth

YEAR 2

Step 1

- Year 1 Online Reflections
- Year 1 collaborative logs
- Year 1 IDP/Action Plans
- Winter/Spring Year 1 360 survey
- Conference with coach-coachee-supervisor

informs

Step 2

SMART IDP/Action Plan for Year 2

- Addressing identified school needs
- Focusing upon growth in CPSEL elements not attained in Year 1

focuses outcomes for coaching work

Step 3

IDP/Action Plan guided and supported by development in seven CPSEL areas:

- DOPs 1.1
- DOPs 2.2
- DOPs 3.3
- DOPs 4.1
- DOPs 5.1
- DOPs 5.3
- DOPs 6.2

Defines the pathway for achievement of the goal and attainment leadership practices not fully achieved in Year 1

Step 4

- Growth through ongoing formative assessment in attainment of each step of action plan
- Ongoing strategic Blended Coaching



- Celebrate attainment of each step of action plan

reflect ■ assess ■ celebrate

Step 5

End of Year 2 Summative Assessment

- Site-based Online Reflection 1
 - leadership capacity
 - instructional practice
 - student learning
- CPSEL/DOPs-based Growth Online Reflection 2
 - document achievement of standard/exemplary practice
 - track growth over the entire two-year program

RECOMMEND TIER II PROFESSIONAL CLEAR ADMINISTRATIVE SERVICES CREDENTIAL

Product:
an Educational Leader who exhibits

- Self confidence
- Independence
- Reflection
- Collaboration
- Learning
- Technical expertise
- Instructional leadership
- Ethics
- Trusting and trustworthiness
- Clear vision
- Communication skills

Glossary of Terms:

CPSEL:	California Professional Standards for Educational Leaders
DOPs:	Descriptions of Practice in CPSEL development
IDP:	Individual Development Plan (goals and action plan that guide coaching)
Blended Coaching:	A "blend" of instructional and facilitative coaching developed by the New Teacher Center