



---

# Governor's School Leadership Academy

Learning, Leading, Serving

Program Overview

*Stacey Lutz, Director*

# Governor's School Leadership Academy

---

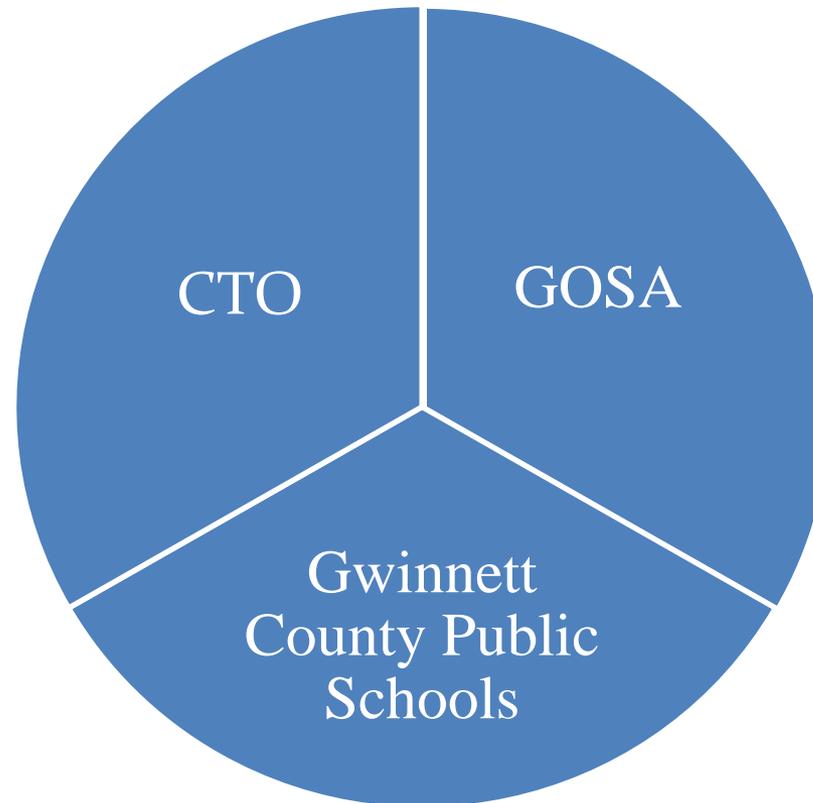
## A Brief History of the GSLA

- House Bill 338
- Joint Study Committee on the Establishment of a Leadership Academy
- Phase 1
  - Principals in Low-Performing Schools
  - Principal Pipeline Preparation
- Phase 2
  - District Leadership Support
  - Ongoing Development and Training Opportunities
- Partnership with Gwinnett County Public Schools

# Governor's School Leadership Academy

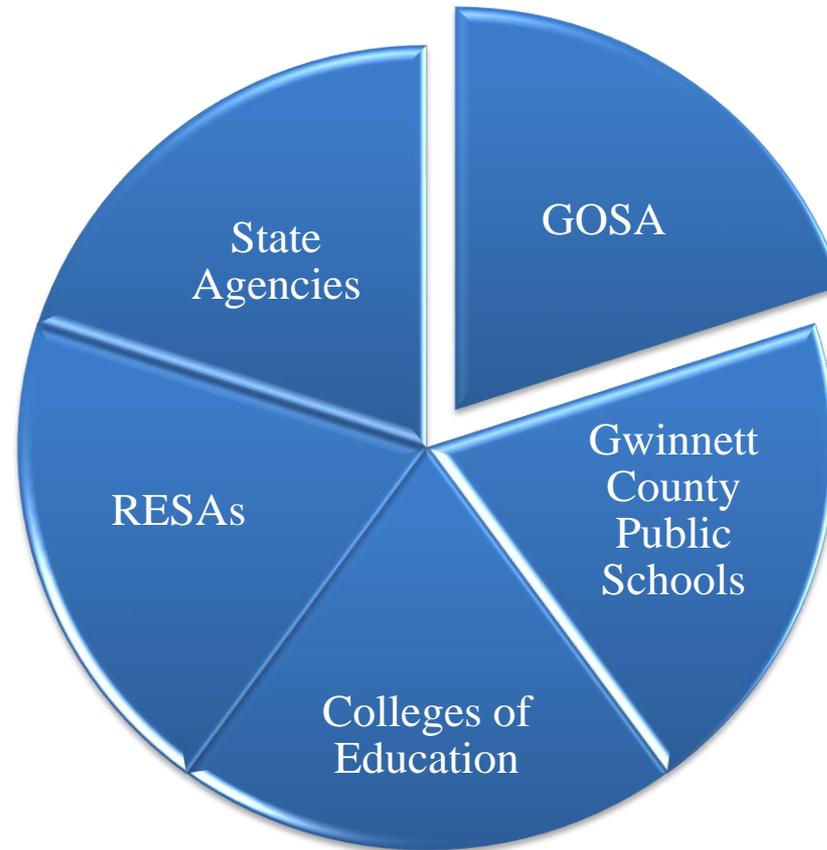
---

## Primary Partnerships 2018-2019



# Governor's School Leadership Academy

## Potential Partnerships 2019-2020



# Governor's School Leadership Academy

## Program Structure



Governor's School  
Leadership Academy

Learning, Leading, Serving



Face-to-Face  
Learning



On-Site and  
Virtual  
Coaching



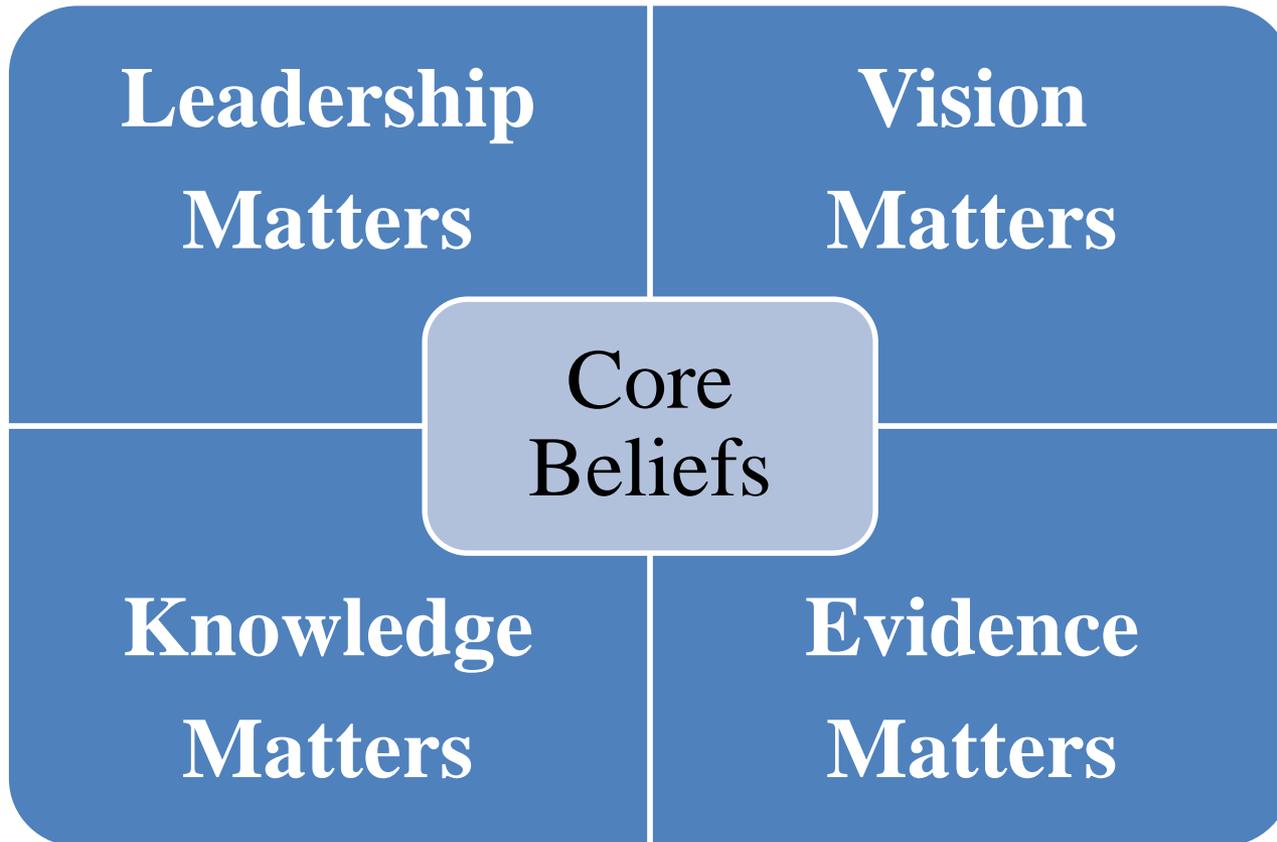
Job-  
Embedded  
Activities  
and  
Assignments

Research and Resources

# Governor's School Leadership Academy

---

## Core Beliefs



# Governor's School Leadership Academy

---

## Core Beliefs

### Leadership Matters

There are virtually no documented instances of troubled schools being turned around without intervention by a powerful leader. Many other factors contribute to such turnarounds, but leadership is the catalyst.

*Leadership Matters*, NASSP and NAESP 2013 (from Leithwood, Louis, Anderson, and Wahlstrom)

# Governor's School Leadership Academy

## Core Beliefs

### Vision Matters

Having high expectations for all students – and making those high standards clear and public – is key to closing the achievement gap between advantaged and disadvantaged students and raising the overall achievement of all students. Effective principals are responsible for establishing a schoolwide vision of commitment to high standards and the success of all students.

Leadership Qualities of Effective Principals,  
Northwest Comprehensive Center at Education  
Northwest

# Governor's School Leadership Academy

---

## Core Beliefs

### Evidence Matters

In order to successfully carry out any vision or goal, effective leaders go through a process of planning, implementing, supporting, advocating, communicating, and monitoring. All of these stages require relevant, timely, and accurate evidence.

# Governor's School Leadership Academy

---

## Core Beliefs

Knowledge  
Matters

Successful leaders:

- Know themselves
- Know their people
- Know the work

# Governor's School Leadership Academy

---

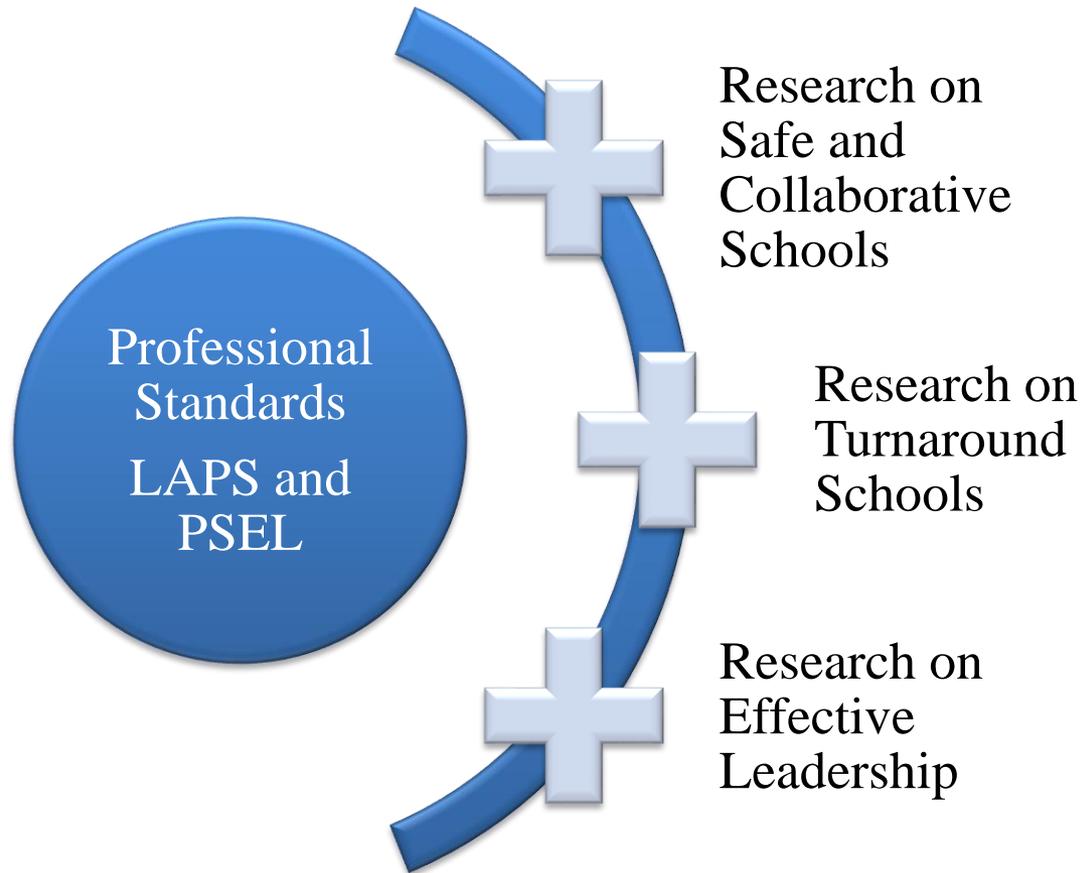
## 2018-2019 Principals

- Partner Districts with Chief Turnaround Office
- 8 School Districts
- 26 Principals
- 13 Elementary Schools
- 10 Middle Schools
- 1 Combined Elementary/Middle
- 2 High Schools



# Governor's School Leadership Academy

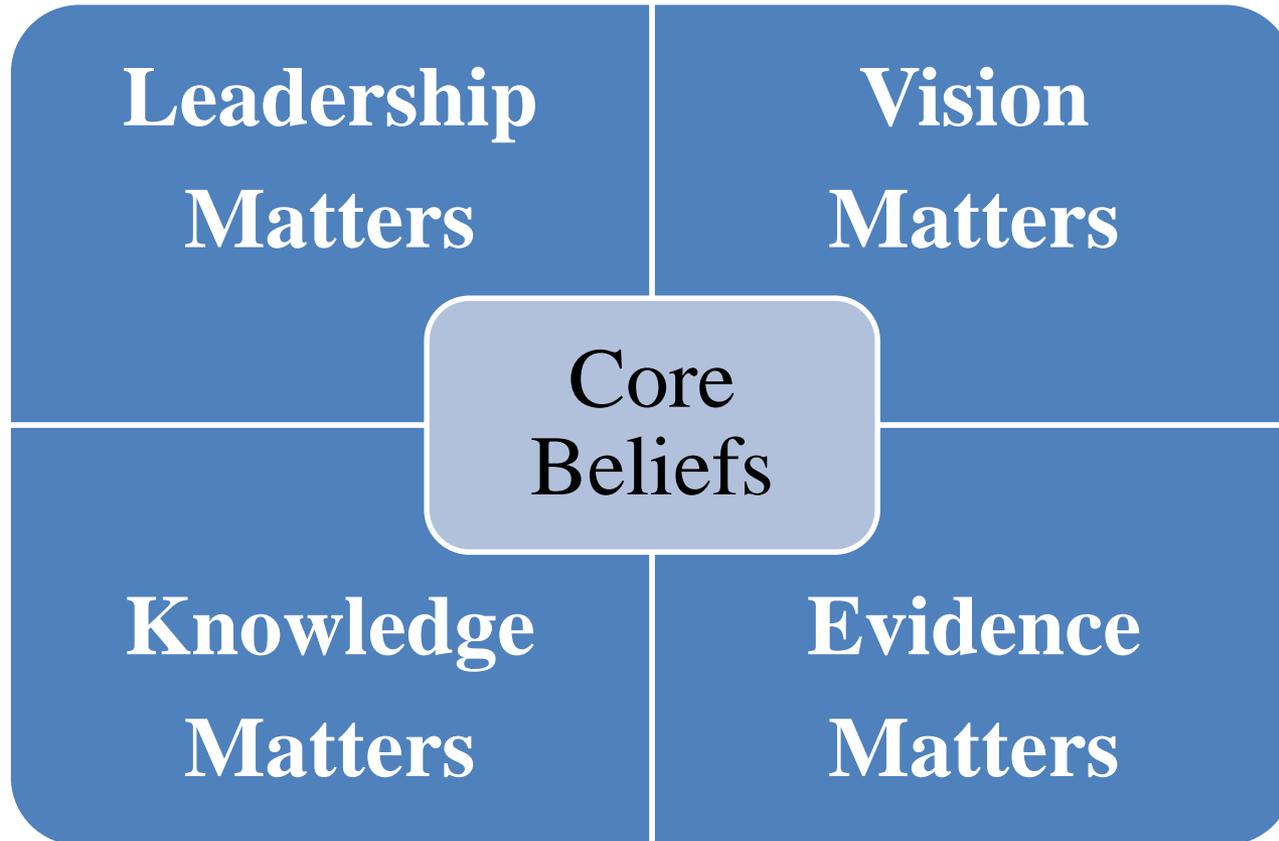
## Creating the Big Picture



# Governor's School Leadership Academy

---

## Core Beliefs



# Governor's School Leadership Academy

## Creating the Big Picture

Shaping a Vision of Academic Success  
for All Students

Creating a Climate Hospitable to Education

Cultivating Leadership in Others

Improving Instruction

Managing People, Data and Process to Foster  
School Improvement



# Governor's School Leadership Academy

## Creating the Big Picture



Competency-Based Education

Standards-Referenced Reporting

Guaranteed and Viable Curriculum

Effective Teaching in Every Classroom

Safe and Collaborative Culture

# Governor's School Leadership Academy

## Creating the Big Picture

### Driving for Results Cluster

Achievement  
Initiative and Persistence  
Monitoring and Directiveness  
Planning Ahead

### Influencing for Results Cluster

Impact and Influence  
Team Leadership  
Developing Others

### Turnaround Principal Competencies

### Problem-Solving Cluster

Analytical Thinking  
Conceptual Thinking

### Showing Confidence to Lead

Self-Confidence

PublicImpact.com; Copyright Public Impact

# Governor's School Leadership Academy

## Creating the Big Picture

### Turnaround Leadership

Prioritize Improvement and Communicate Urgency  
Monitor Short- and Long-Term Goals  
Customize and Target Support to Meet Needs

### Talent Development

Recruit, Develop, Retain, and Sustain Talent  
Target Professional Learning Opportunities  
Set Clear Performance Expectations

### Four Domains of Rapid Improvement

### Instructional Transformation

Diagnose and Respond to Student Learning Needs  
Provide Rigorous Evidence-Based Instruction  
Remove Barriers and Provide Opportunities

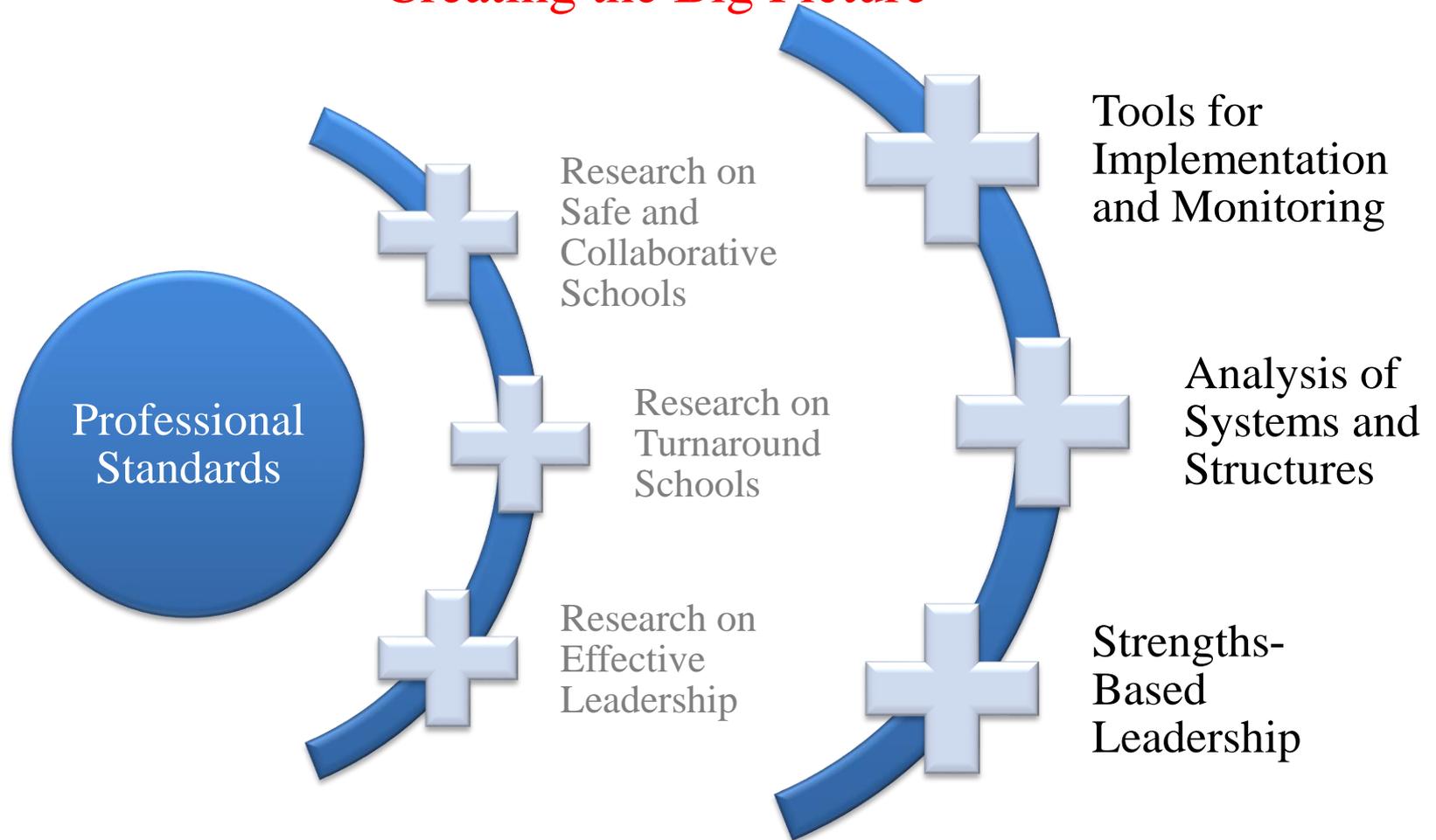
### Culture Shift

Build a Culture Focused on Student Learning and Effort  
Solicit and Act Upon Stakeholder Input  
Engage Students and Families in Pursuing Education Goals

The Center on School Turnaround (2017) *Four Domains for Rapid Improvement: A Systems Framework*

# Governor's School Leadership Academy

## Creating the Big Picture



# Governor's School Leadership Academy

## Face-to-Face Meeting Dates –Principal Cohort

Date	Session Topics – Principal Cohort
July	Foundations of Leadership and Program and Research Review
September	Using High Reliability Schools Surveys and Personal Strengths for School Improvement
October	Leading for Results – Curriculum Alignment
November	Driving for Results – Removing Common Obstacles to Student Success
January	Self-Confidence and Building Leadership Capacity
February	Developing Others and Talent Management
March	Problem Solving and Stakeholder Engagement
May	Fiscal Management and Human Resource Management Practices
June	90-Day Plan Presentations

# Governor's School Leadership Academy

---

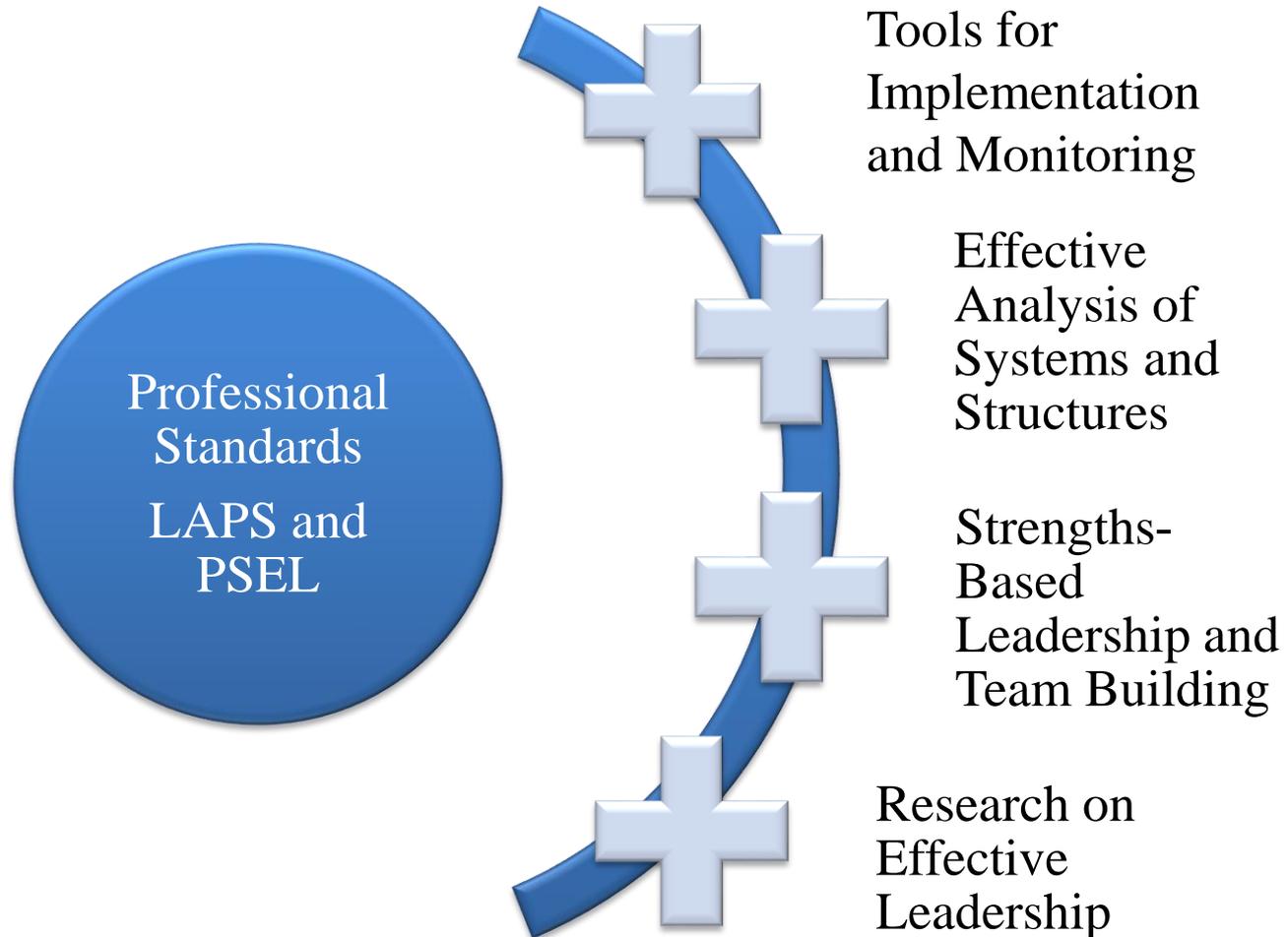
## 2018-2019 Aspiring Principals

- 19 Participants
- 6 Districts
- 16 Assistant Principals
- 1 Instructional Coach
- 2 Teacher Leaders
- 9 High Schools
- 4 Middle Schools
- 6 Elementary Schools



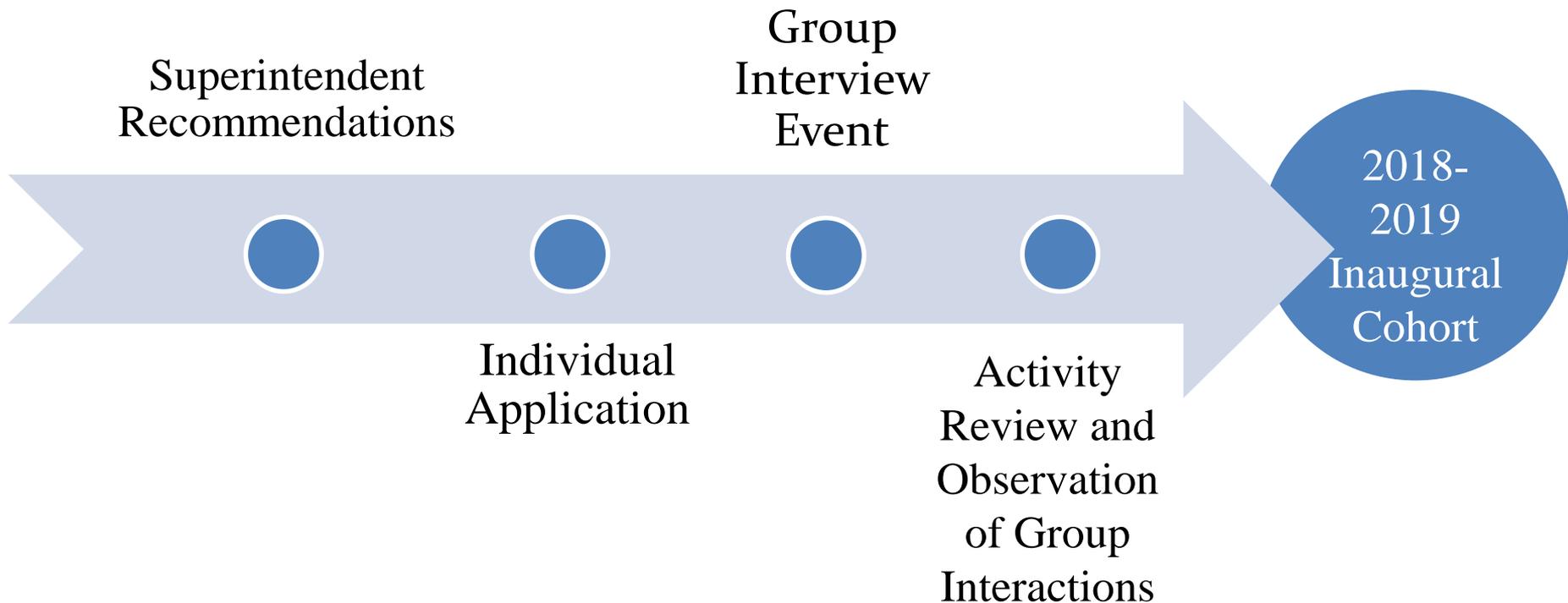
# Governor's School Leadership Academy

## Creating the Big Picture



# Governor's School Leadership Academy

## How Was the Inaugural Cohort Formed?



# Governor's School Leadership Academy

## GSLA Coaching Plan

### Coaching Structure for GSLA Coach

Face-to-Face  
Coaching  
Onsite

- 1 visit per month
- Scheduled
- 60-90 minutes

Phone Check-  
Ins

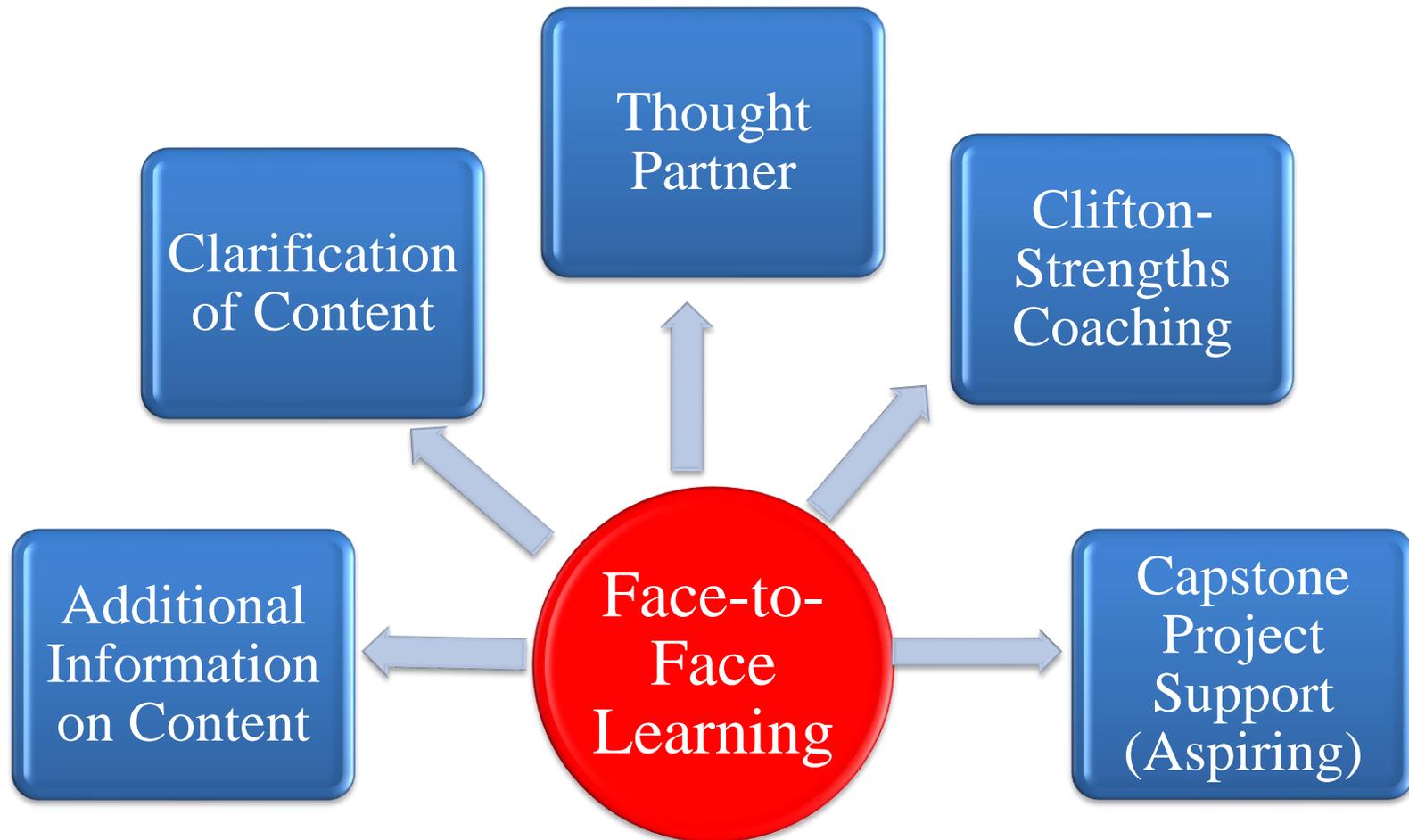
- 2 calls per month
- Regularly Scheduled

Email

- As requested
- Unscheduled

# Governor's School Leadership Academy

## GSLA Coaching Plan



# Questions and Contact Information

---

## **Stacey Lutz**

Director, Governor's School Leadership Academy

[stacey.lutz@gosa.ga.gov](mailto:stacey.lutz@gosa.ga.gov)

(404) 640-9667

## **Tandi Tyler**

Assistant Director, Governor's School Leadership Academy

[tandi.tyler@gosa.ga.gov](mailto:tandi.tyler@gosa.ga.gov)

(404) 620-9950

## **Karen Brown-Collier**

Regional Coach, Governor's School Leadership Academy

[karen.brown-collier@gosa.ga.gov](mailto:karen.brown-collier@gosa.ga.gov)

(404) 904-5539

## **Kenneth L. Johnson, Jr.**

Regional Coach, Governor's School Leadership Academy

[kenneth.johnson@gosa.ga.gov](mailto:kenneth.johnson@gosa.ga.gov)

(404) 821-8284

## **Marcia Strong**

Regional Coach, Governor's School Leadership Academy

[marcia.strong@gosa.ga.gov](mailto:marcia.strong@gosa.ga.gov)

(404) 904-5436

 facebook.com/TheGovernorsOfficeOfStudentAchievement

 Twitter: @GOSA\_GA