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# ANNUAL LEADERSHIP FORUM

*The Principal Factor in School Improvement:  
Implications for States and Local Districts*



May 5 – 6, 2011  
Embassy Suites Atlanta – Airport

SREB's  
**Learning-Centered Leadership**  
Technical Assistance  
Research and Evaluation  
Professional Development

Southern Regional Education Board **SREB**

# 2011 ANNUAL LEADERSHIP FORUM

*The Principal Factor in School Improvement: Implications for States and Local Districts*

Embassy Suites Atlanta – Airport  
Ambassador/Diplomat Room

May 5 – 6, 2011

## Forum Highlights

- Succession planning strategies at the state and district levels for developing pipelines of talented principals
- State, regional and school district models to grow and support middle grades and secondary school principals
- Better school leader evaluation systems
- Tools that develop principal capacity to conduct effective classroom observations, including feedback and support

## Thursday, May 5, 2011

11 A.M. REGISTRATION

12 P.M. **Welcome, Conference Objectives and Overview of Benchmark Report**  
Gene Bottoms, Southern Regional Education Board

**Topic 1: Can states and districts have great principals without a succession plan?**

12:30 P.M. GENERAL SESSION I

**A Conceptual Framework for Principal Succession Planning: Key to School Improvement**

Facilitator: Kathy O'Neill, Southern Regional Education Board

Presenter: Jon Schmidt-Davis, Southern Regional Education Board

**Topic 2: What can states, regions and districts do to develop great principals who can lead school improvement?**

1:15 P.M. GENERAL SESSION II

**Models for Developing Principals I**

Facilitator: Paula Egelson, Southern Regional Education Board

Presenters: **Integrating Comprehensive School Reform with Development of New and Existing Principals**

Betty Fry-Ahearn, Southern Regional Education Board

Deborah Bass, Southern Regional Education Board

**Using District Leadership Academies to Select, Prepare and Support Principals for Urban Schools: The Role of Web-Based Courses**

Kathy O'Neill, Southern Regional Education Board

Myra Whitney, Memphis City Schools

2:15 P.M. BREAK

2:30 P.M. GENERAL SESSION III

**Models for Developing Principals II**

Facilitator: Paula Egelson, Southern Regional Education Board

Presenters: **Selecting, Preparing and Supporting Principals for Challenging Schools**

Gene Bottoms, Southern Regional Education Board

Jon Schmidt-Davis, Southern Regional Education Board

**Designing Principal Preparation Programs Outside the Traditional University**

Gale Hulme, Georgia Leadership Institute for School Improvement

3:30 P.M. BREAK

3:45 P.M. CONCURRENT BREAKOUT SESSIONS

**Lessons, Guiding Principles and Actions**

*Work teams will draw from the presentations and their own experience to identify key features of these issues:*

**A. Preparing Principals Through Rural Regional Consortiums for Challenged Middle Grades and High Schools** *Concord A*

Facilitator: Paula Egelson, Southern Regional Education Board

Consultants: Betty Fry-Ahearn, Southern Regional Education Board

Deborah Bass, Southern Regional Education Board

**B. Designing a Model Leadership Academy to Select, Prepare and Support Principals in Urban School Districts** *Diplomat*

Facilitator: Kathy O'Neill, Southern Regional Education Board

Consultant: Myra Whitney, Memphis City Schools

**C. Designing State Leadership Academies to Select, Prepare and Support Principals for the State's Most Challenged Middle Grades and High Schools** *Concord B*

Facilitator: Jon Schmidt-Davis, Southern Regional Education Board

Consultant: Frank Duffin, Southern Regional Education Board

**D. Designing a Leadership Preparation Program Outside the Traditional University** *Ambassador*

Facilitator: Carol McGrevin, E & C Partners

Consultant: Gale Hulme, Georgia Leadership Institute for School Improvement

5 P.M. GENERAL SESSION IV

**Leadership Professional Development Opportunities: How to Engage Leaders in Solving Real School Problems**

Facilitator: Kathy O'Neill, Southern Regional Education Board

Consultant: Frank Duffin, Southern Regional Education Board

5:30 P.M. RECEPTION

6:30 P.M. DINNER

**Building a Pipeline of Effective Principals**

*Parliament*

Keynote Speaker: Jody Spiro, The Wallace Foundation

## Friday, May 6, 2011

7 A.M. BREAKFAST

8 A.M. **Reflections on Day One**  
Facilitator: Kathy O’Neill, Southern Regional Education Board

### Topic 3: How can we develop effective principals through evaluation and support?

8:30 A.M. GENERAL SESSION V

#### **How to Keep Principals Growing Through Evaluation and Professional Development**

Facilitator: Gene Bottoms, Southern Regional Education Board

Presenters: **Assessing Accomplished Principals for National Certification**  
Joan Auchter, National Board for Professional Teaching Standards

#### **Using VAL-ED to Advance Principal Growth**

Ellen Goldring, Vanderbilt University’s Peabody College

#### **VAL-ED: Planning and Follow-Up Strategies**

Julius Koenigsknecht, Mary Lou Fulton Teachers College at Arizona State University

#### **Developing Principals’ Capacity to Conduct Classroom Observations and Provide Feedback and Support**

Brian Riedlinger, The School Leadership Center of Greater New Orleans

10:15 A.M. BREAK

10:30 A.M. CONCURRENT BREAKOUT SESSIONS

#### **Actions States and Districts Can Take to Use Assessment and Evaluation to Grow Highly Effective Principals**

*Work teams will draw from presentations and their own experience to brainstorm actions states and districts can take to use assessment and evaluation to grow highly effective principals.*

#### **A. Assessing Accomplished Principals for National Certification** *Ambassador*

Facilitator: Kathy O’Neill, Southern Regional Education Board

Consultants: Joan Auchter, National Board for Professional Teaching Standards  
Kaitlyn Mittan, National Board for Professional Teaching Standards

#### **B. Using VAL-ED and Other Assessment and Evaluation Tools to Advance Principal Growth** *Diplomat*

Facilitator: Betty Fry-Ahearn, Southern Regional Education Board

Consultants: Ellen Goldring, Vanderbilt University’s Peabody College  
Julius Koenigsknecht, Mary Lou Fulton Teachers College at Arizona State University

#### **C. Developing Principals to Effectively Evaluate and Support Teachers** *Concord A & B*

Facilitator: Jon Schmidt-Davis, Southern Regional Education Board

Consultants: Brian Riedlinger, The School Leadership Center of Greater New Orleans  
Frank Duffin, Southern Regional Education Board

11:30 A.M.      ROUNDTABLE DISCUSSION

**Lessons Learned and Next Steps**

*Work teams will report on big ideas and next steps for states and districts to select, prepare and support new principals; develop accomplished ones; and use assessment and evaluation to grow principals who can lead school improvement.*

Facilitators:      Kathy O'Neill, Southern Regional Education Board  
Gene Bottoms, Southern Regional Education Board

12 P.M.      ADJOURN