

# The Principal's Role in Designing High Schools Around Career Pathways

**Steve Broome**

**Director, State Development for  
High Schools and Middle Schools  
[steve.broome@sreb.org](mailto:steve.broome@sreb.org)**

# Today's Session Panel Introduction

As you introduce yourself, describe your vision of a career academy.

- **Eric Thigpen**, Principal, South Gwinnett High School, Gwinnett County Public Schools, Georgia
- **Daniel Girard**, Assistant Superintendent, San Antonio Independent School District, Texas
- **Chuck Boyd**, School Improvement Consultant, SREB

# Managing Change

- **Traditional high schools are somewhat unwieldy organizations with both institutional and self-imposed constraints to any change effort. How do you, as the principal, prepare the various constituent groups of a high school for the transition from a traditional model to career academies and pathways programs of study?**

## Follow Up: Managing Change

- What were the major “bumps in the road” to the implementation of career academies?
- How did you overcome these challenges to the implementation of career academies and pathways?

# Distributive Leadership

- One of the aims of career academies and pathways includes getting to know students on a deeper level and to intervene sooner as students begin to struggle. Describe how distributive leadership is imperative to success of academies and pathways.

## Follow Up: Distributive Leadership

- **As the CEO of your building, how do you monitor and assess progress in implementation of academies and pathways?**

## Rethinking the Issue of Time

- **Regardless of the design, it is imperative the American high school classroom be transformed in order to engage students in more rigorous and relevant teaching and learning. How do we create time for teachers to engage in their own professional learning as well as time for teachers to learn from each other**

## Follow Up: Rethinking the Issue of Time

- How do you ensure there is a balance between interdisciplinary team planning and “Kid Talk?”



# Work-Based Learning & Community Support

- How do principals play a key role in the development of community support including participation in a work-based learning continuum for students?

## Blurring the Lines

- **What should principals do to create fluid transitions for students from secondary to postsecondary to career?**

## Other Advice

- **What else would you tell principals interested in engaging in the work of creating career academies and pathways?**