



Florida Turnaround Leaders Program

SREB is leading a program to prepare leaders to turn around chronically underperforming middle grades and high schools in Florida. The goal: to prepare 110 aspiring principals to improve student achievement in some of the state's lowest-performing schools.

In late 2012, SREB was selected by the Florida Department of Education to lead a major component of its Race to the Top initiative — a \$7 million program to develop 110 turnaround principals. The Florida Turnaround Leaders Program (FTLP), designed to align with the proven tenets of the University of Virginia's school turnaround program, enrolled 90 participants from traditional schools in five Florida districts, and another 20 participants from charter schools across the state. The district partners for the program include Alachua, Duval, Orange, Pinellas and Miami-Dade.

Each future turnaround principal participates in:

A series of 10 quarterly seminars led by turnaround experts, each focused on a particular skill-set critical to the success of a turnaround leader, online leadership course work through SREB and the University of North Florida, a yearlong practicum where small teams work at a low-achieving school to complete leadership tasks under the guidance of expert mentor principals, and a full-time, six-month internship to take on major leadership responsibilities at a low-achieving middle grades or high school in fall 2013.

"We know that it takes effective leadership to change the culture in these challenging schools," said Jon Schmidt-Davis, director of SREB's Learning-Centered Leadership Program, which is helping implement the effort. "This program will prepare a group of new leaders to turn around low-performing schools and create lasting, sustainable change across the state."

The two-and-a-half-year program is scheduled to conclude in June 2014.



January 2012 – June 2014

Purpose:

- A 2 ½ year program to prepare 20 aspiring charter school leaders to improve student achievement in chronically low-performing Florida charter schools.

Who can participate:

- Current principals, assistant principals, teachers or other instructional personnel aspiring to be school leaders.

Key Components:

- Attend 10 quarterly seminars.
- Training on 5 online SREB school leadership modules.
- A year long practicum (July 2012 – June 2013) working in small teams at case study schools under the guidance of a mentor principal.
- A half-year internship (July 2012 – December 2013) with continued mentoring and coaching support in a low-achieving middle or high school.
- Development of a performance-based portfolio.

Qualities Desired in Participants:

- Achievement-oriented; proven ability to improve instruction.
- Ability to influence others and demonstrated leadership.
- Can hold self and others accountable.
- Ability to plan and follow through.
- Self-confidence to stay the course when things are challenging.

Cost to participant:

- Minimal
- 20 days of released time to attend seminars and complete practicum activities with substitute costs reimbursed by SREB.
- Travel reimbursed by SREB.
- 6 month internship – SREB will cover the first \$43,000 of every participant’s salary.

Interested participants should contact their local governing board or CMO/EMO to be nominated. Each local governing board or CMO/EMO may set their own criteria for nomination. Nomination packets must be submitted to Sandy Eggers at the FLDOE no later than **February 13th** and must include:

- A detailed letter of support/nomination from the governing board or CMO/EMO. If the governing board or CMO/EMO nominates multiple individuals they should provide the FLDOE with a ranking of their nominee’s leadership abilities or potential.
- A current resume for the nominee.
- An application essay from the nominee explaining why they want to enter the FTLP and why they believe they are a good candidate to use the training offered through the program to dramatically improve an under-performing Florida charter school or lead a charter school in an under-performing area.
- A one-page report of evidence that the nominee has improved student learning. This may be compiled by the nominee or by their nominating board/CMO/EMO.

The FLDOE may at its discretion conduct interviews for some or all nominees in order to make its final selections. Those interviews may be conducted by telephone or face-to-face at a central location. Nominees invited to travel to an interview will be reimbursed by the program for their travel.

For more information please contact: sandra.eggers@fldoe.org

Partnership initiative of the FLDOE, SREB and Charter Schools and Organizations.

Supported by Florida’s Race to the Top Initiative