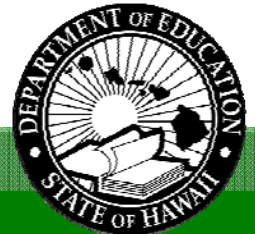


Update on the Leadership Institute

Presentation to the Board of Education
JUNE 17, 2014

HAWAII STATE DEPARTMENT OF EDUCATION

HawaiiPublicSchools.org



The Leadership Institute (LI)

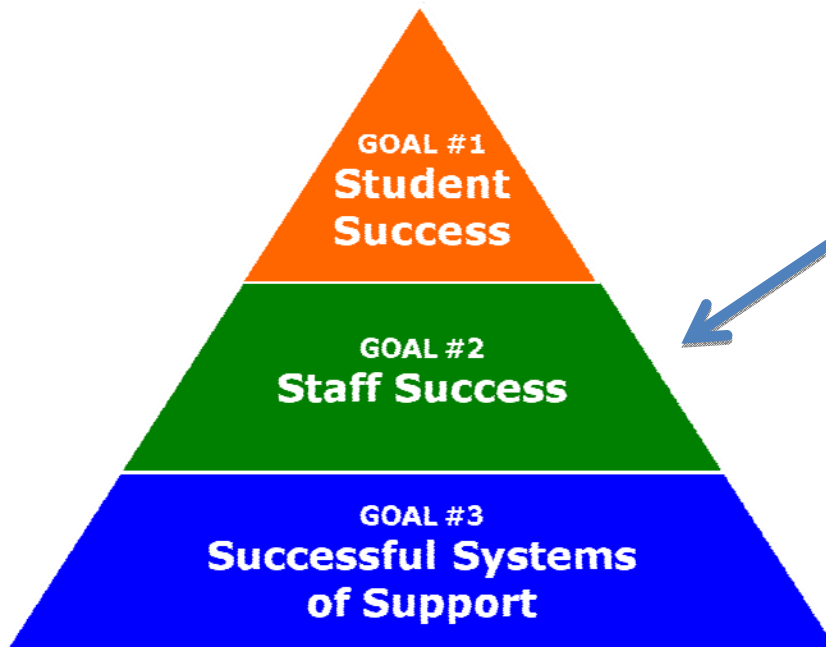
Established to support and develop effective leadership at the Department:

- Define leadership competencies to address current needs
- Reengineer the current leadership pipeline
- Develop succession plans



Aligned to the Strategic Plan

The Department is guided by the Strategic Plan with the critical emphasis on student success.

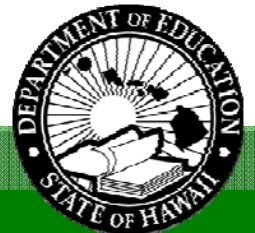


LI supports Objective 2C:

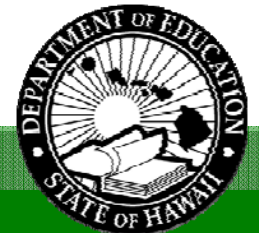
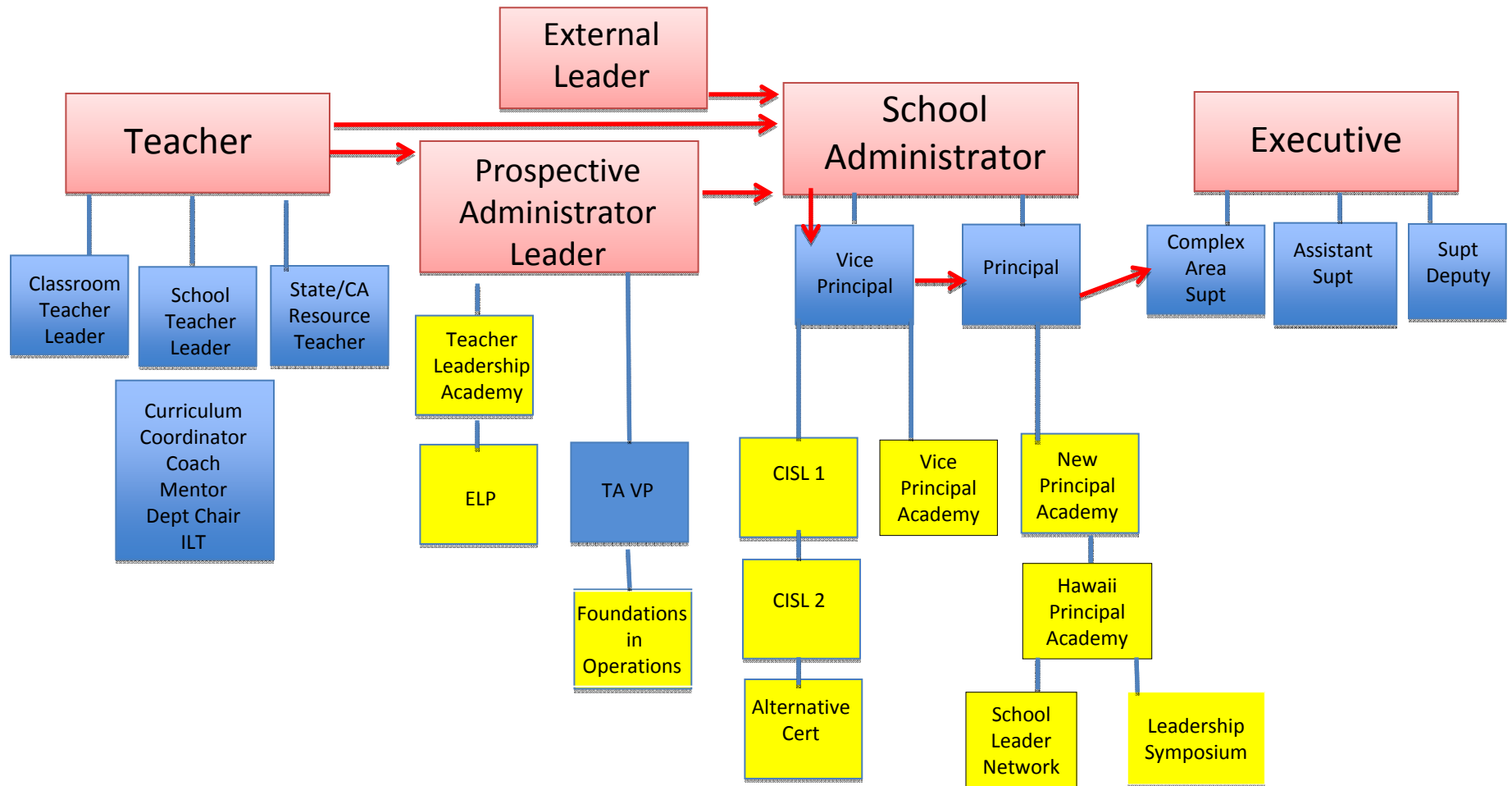
Leadership across the DOE has the capacity to implement systemic change, including adapting and innovating; modeling optimism and fairness; overseeing school transformation, and student success.

The Need

- Leaders need different competencies and support to succeed in this time of rapid change
- We are building a cohesive vision of what leadership looks like in the DOE, and that vision will inform our recruitment, training, and career ladders
- We are soliciting feedback and advice from principals, CASs, and others while looking at research and best practices nationally



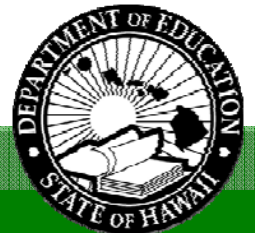
The Pipeline (DRAFT)



Actions Already Taken

- Leadership Competencies version 1.0 completed based on CCSSO State Consortium and KIPP Leadership participation*
- Starting in 2013-2014, Leadership Competencies used for Curriculum focus of PDERI Programs
- Teacher Leader Academy
 - Certification Institute for School Leaders (CISL) Program
- CISL Summer Institute Curriculum for 2014 has been updated to explicitly connect to the State Priority Strategy Areas

**Leadership Competency work was initiated in January 2013*



Advancing the LI: The Design Team

- Spring 2014: Superintendent establishes the LI Design Team with AS Schatz as the Executive Sponsor
- By November 2014: develop a state-wide plan to expand the delivery capabilities of LI, improve the alignment of current and future programs around enhanced models of leadership effectiveness, and expand the Institute's capacity to support current and future Department leaders in their practice.

