



## Faculty

Instruction in the program will be provided by university faculty and current educational leaders through an integration of theory and practice and a co-teaching model. Participants will have opportunities to learn from leading researchers and scholars in their fields. Practitioners who have achieved positive results in their schools will facilitate participants' immediate application of knowledge through case studies, problem solving, and other interactive learning strategies. The program's coaching component will be provided through coordination with the Georgia Association of Educational Leaders (GAEL).



## Cost

The program tuition fee is \$2,500.00. This includes all sessions, the coaching component, three GAEL conference registrations, membership in GAEL, a technology platform to support a community of learners, and program materials. Program participants will be allowed to pay the tuition in two installments through purchase order, check or credit card.



## Supporters

The College of Education expresses thanks to UGA graduate Cam D. Dorsey, Jr. for his commitment to education. Through his estate, Cam provided a major endowment to be used in "stimulating, inspiring and informing those who are pursuing[work with] children in the schools of our State." As part of Cam's legacy, support for the Early Career Principals Residency Program has been established.



## Application

The details of the application process can be found at the program website:

[www.coe.uga.edu/adoutreach/pd/earlycareer](http://www.coe.uga.edu/adoutreach/pd/earlycareer)

The application packet must include letters of support from your superintendent and immediate supervisor (if not the superintendent), completed application form, a statement of need for participation in the program (2 page limit), and a resume with education background and work history.

**Application deadline is August 31, 2011.**

Submissions by mail must be postmarked by August 31, 2011.

Electronic submissions must be received by August 31, 2011.

Email ([shall@uga.edu](mailto:shall@uga.edu)) or Fax (706-542-8125)



## Contact Information

[www.coe.uga.edu/adoutreach/PD](http://www.coe.uga.edu/adoutreach/PD)

Office of Outreach and Engagement



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College of Education  
**Georgia COE**  
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# Early Career Principal Residency Program

*Developing leaders to  
promote the success  
of all students*

The College of Education at the University of Georgia in partnership with the Georgia Association of Educational Leaders (GAEL)



# Early Career Principal Residency Program

The College of Education at the University of Georgia in partnership with the Georgia Association of Educational Leaders (GAEL) has established a two-year professional learning residency program for early career principals. The program will accept applications from candidates who have been in a principalship for no more than 3 years. This professional learning opportunity will include:

- face-to-face seminars
- interactions with experts in educational leadership, both practitioners and academics
- performance-based activities linked to job-embedded learning
- a coaching component to provide ongoing support
- the development of a community of learners made up of early career principals across the state
- the integration and use of technology to connect the cohort and support content delivery



## Purpose

The purpose of this residency program is to:

- Develop leaders who have the knowledge and ability to promote the success of all students
- Continue the learning experience beyond initial leader preparation phase to the induction/residency phase
- Provide intentional support to the principals in the early career phase
- Provide a support structure through coaching, networking with other leaders, and learning from accomplished leaders and scholars
- Align learning experiences with school year calendar

Content for the program will be developed around the six Interstate School Leaders Licensure Consortium (ISLLC) standards: vision, instructional leadership, management, collaboration, ethics, and politics. An advisory group, made up of superintendents, central office personnel, and school principals, has been formed to provide ongoing guidance for the development and delivery of the program. The group provided suggestions for program content based on their observed needs of early career principals.



## Structure

The program structure for the inaugural cohort of the program is as follows:

- Participants must in their 1st, 2nd, or 3rd year as a principal of a school.
- A maximum of 30 participants in each cohort
- Matching of participants with a seasoned administrator, acting as a coach, who has experience in school settings similar to the participant's
- Two-year program with a three-day beginning/introductory session (Thursday afternoon, full day Friday, Saturday morning); most sessions will be a Friday/Saturday combination
- Incorporating the use of digital platforms for some content delivery and to facilitate communication
- Selected sessions will be held in conjunction with professional GAEL and/or affiliate conferences
- Most sessions will be held in Athens on the UGA campus. Some sessions will be held at the UGA Griffin campus and at locations of professional GAEL and/or affiliate conferences
- PLUs will be offered
- Program evaluation to measure the outcomes of leadership development



## Program Content

### Session 1

- Transitioning from Assistant Principal to Principal
- Engaging in and learning from reflective practice
- Creating a vision and mission for the school

### Session 2

- School culture and climate
- Instructional supervision

### Session 3

- Employee performance; teacher evaluation
- Leading effective professional development

### Session 4

- Recruiting, developing, and retaining quality teachers
- Working in a political environment

### Session 5

- Interpreting and utilizing student assessment data
- Managing fiscal resources
- Ending the school year

### Session 6 (Jekyll Island/Summer 2012 GAEL)

- Leading school improvement planning
- Distributed/shared leadership
- Beginning the school year

### Session 7

- Data-driven decision making
- Meeting the needs of a diverse population

### Session 8

- Improving problem solving skills and strategies
- Organizational supervision

### Session 9

- Conflict resolution
- School/community relations; dealing with the media

### Session 10

- Shaping public policy to support education
- Developing school partnerships

### Session 11

- Implementing the change process
- Ethics, legal issues

### Session 12 (Jekyll Island/ Summer 2013 GAEL)

- Code of Ethics for Educators
- Culminating activity