

## **Action Item - 37**

**Title:** Contract with Philadelphia Academy of School Leaders - Instructional Leadership Academy and Leader of Leaders Program (\$185,000)

**Board of Education Meeting Date:** 10/24/2024

### **Action Under Consideration:**

The Administration recommends that the Board of Education authorize The School District of Philadelphia, through the Superintendent or his designee, to execute and perform a contract, subject to funding, as follows:

**With:**

Philadelphia Academy of School Leaders

**Purpose:**

To provide professional development for school leaders and Assistant Superintendents

**Start date:** 10/28/2024

**End Date:** 6/30/2025

**Compensation not to exceed:**

\$185,000

**Location:**

All Schools

**Renewal Option:**

N/A

**Maximum Compensation authorized per option period:**

N/A

**Description:**

**Why is this contract needed?**

The District is engaging the Philadelphia Academy of School Leaders (PASL) for the Instructional Leadership Academy and Leader of Leaders program.

The Instructional Leadership Academy will develop the instructional knowledge and skills of high-potential principals across the city. Leaders will participate in monthly capacity-building sessions and individualized instructional leadership coaching to support them in creating and refining high-quality instructional systems and structures in the areas of professional development, teacher coaching, and data

analysis. For the Instructional Leadership Academy, the District will pay \$125,000 of the program costs to PASL, while the Neubauer Foundation will pay the remaining program costs of \$215,254 directly to PASL.

The Leader of Leaders program is a professional development and coaching program for Assistant Superintendents. The program develops a systems-thinking approach that provides senior leaders from the District coaching strategies essential for principals' development, so that they can follow a consistent approach to school improvement and maximize their impact in developing the principals they manage. The program leverages the National Principal Supervisor Standards, applies blended coaching concepts to better develop school leaders within their networks, strengthen their advisory skills surrounding instructional leadership, and acknowledges the impact personal identity can have on leadership and the coach-coachee relationship. For Leader of Leaders, the District will pay \$60,000 of the program costs, and PASL will absorb \$100,000 of the program cost.

**How will the success of this contract be measured?**

The Philadelphia Academy of School Leaders (PASL) will meet regularly with the District to review the progress of participating District principals and assistant superintendents as measured by the Philadelphia Academic of School Leader competencies and academic student achievement data (STAR scores, PSSA/Keystone assessments). In addition, all participants will complete a monthly experience survey.

**If this is the continuation of a contract, how has success been measured in the past, and what specific information do we have to show that it was successful?**

Initial data from the 2023-24 Instructional Leadership Academy was incredibly positive. The overall average rating for the statement "I would recommend this session to colleagues" was 8.97 out of 10, and 100% of ILA participants agreed or strongly agreed that program coaching and feedback contributed to their development in the Leadership Competencies and to their ability to attain or make progress towards their goals. In addition, program faculty determined that 100% of ILA participants reached the goal of advancing their leadership practices in one targeted and related leadership competency each learning cycle for a total of three areas of progress throughout the year.

**When applicable, is this an evidence-based strategy?**

The Philadelphia Academy of School Leaders (PASL) is aligned to a set of Leadership Levers- or competencies- grounded in instructional leadership and equity. The framework captures the highest leverage skills or practices schools and system leaders must demonstrate to drive outcomes. These levers are results-oriented and research-based. In addition, PASL programming reflects effective practice in adult learning and principal development.

**Which Goal and/or Guardrail does this Action Item support?**

**Has this investment been discussed during a progress monitoring session?  
Which session?**

The aim of the Instructional Leadership Academy is to improve student outcomes: student achievement-proficiency, student achievement-growth, and high school graduation rates. This is aligned with the District's Goals 1-5. In addition, the program(s) is/are focused on developing critical leadership skills aimed at improving instructional systems (i.e. teacher coaching, professional learning time, and data driven instruction) and producing equitable outcomes for all student groups in alignment with Guardrails 1 and 4.

**Does this Action Item support a specific strategy/intervention identified in the Strategic Plan?**

Accelerate Philly Strategies: 3.2, 3.3, 4.8

**Related resolution(s)/action item(s)**

June 29, 2023; #98

**Funding Source(s)**

FY24-25 Operating

**Office Originating Request:**

Professional Learning