

B. Selection

Candidates must:

- 1) Submit a letter of application and intent describing potential as a school building leader
- 2) Indicate completion of master's degree (3.0 GPA or higher)
- 3) Possess current valid Iowa teaching certificate
- 4) Have four years of successful teaching experience
- 5) Provide two letters of recommendation focused on potential to demonstrate the demands of the Iowa Standards for School Leaders

Submit evidence of the above to Donna Bryan, Administrative Assistant; Prairie Lakes Area Education Agency; 500 NE 6th Street; Pocahontas, IA 50574.

- 6) Must have access to a laptop, and use of technology
- 7) Must have basic technology skills

During the orientation session, each candidate will begin a self-assessment of personal existing knowledge, skills and dispositions compared to the < ISSL standards > and will begin compiling a portfolio of evidence that exemplifies the improvement of knowledge, skills, and dispositions in each of the standards. During this meeting, select advisory team members will assist the project director as needed with finalizing the selection of candidates for the program who have the potential to succeed in the new role of principal.

Observation will be used to determine each candidate's propensity towards using shared expertise to guide and provide direction for school improvement in a building. Assessments will provide insight into the personal leadership style of each candidate.

Using these multiple means of recruitment and selection increase the possibility that candidates who qualify in the above ways will be successful as a principal. Rubrics from the book "A Framework For School Leaders: Linking the ISLLC Standards to Practice" published by Education Testing Service may be used by the advisory team to evaluate multiple evidence of potential success for each candidate.

a. Program Support

The program will be limited to approximately 20 persons, which provides for individual learning plans and coaching on the part of the faculty members, practitioners and program director. Through formative assessment, each candidate will be monitored for his/her reflective practices (journals, projects, dialog-in person and through technology, video-tapes, self-evaluations, and group collaborations).

Because current administrators in our area are a critical link to this program, their support in mentoring and coaching candidates is an invaluable benefit. The Advisory Team serves as support to the candidates. Candidates will form a cohort that becomes a learning community where it is safe to learn and risk with each other. The time limit for completion of the evidence of success in the Iowa Standards for School Leaders will be flexible for each candidate. Additionally, technology such as video conferencing, discussion boards and other web-based solutions will be utilized to allow candidates to spend more time learning and collaborating.

b. Policies and Practices to Support Diversity

This learning community is advantageous for diverse members of the group to be accepted and nurtured to meet their needs to ensure personal success. There is a commitment to recruit candidates from diverse populations, including diverse racial backgrounds. The Iowa Principal Leadership Academy also works with other AEAs in Iowa to actively recruit candidates from other parts of the state.