

Pittsburgh Public Schools

Office of Professional Learning

Leadership Development in Pittsburgh Public Schools
Pittsburgh’s Assistant Principal Pipeline Program

Introduction

According to the [Wallace Foundation](#) study, *How Principals Affect Students and Schools*, an effective principal’s impact is stronger and broader than previously thought, making it “difficult to envision” a higher return on investment in K-12 education than the cultivation of high-quality school leadership. For our district to actualize the intended outcomes shared in the Superintendent’s Priority Goals, an effective school leader driving implementation at each site is essential. Recognizing the critical role of school leaders, it is imperative that as a district we build a system that effectively prepares, selects, and supports school leaders. This document provides an overview of the programming and job-embedded professional learning that will be offered to ensure Pittsburgh Public Schools (PPS) has a wealth of effective leaders in our schools, a strong candidate pool for future vacancies, and executive leadership positioned to provide greater support to schools.

Preparation, Selection, & Support

As we strengthen our system to develop effective leaders, we must be clear on what it means to prepare, select, and support leaders within PPS. In our context, **preparing** school leaders means providing high-quality learning opportunities targeted at the knowledge, skills, and dispositions necessary to be an effective leader in our schools. The preparation will be offered in programs aligned to both district and state standards. **Selecting** school leaders refers to our ability to implement a rigorous screening and selection process to ensure every vacancy in our schools is filled with a qualified candidate. The same type of rigorous selection process is needed for acceptance into district leadership programming. Confidence in a strong selection process will increase the likelihood of finding the ‘best fit’ candidates for programs and positions within the district. Lastly, **supporting** school leaders in our district means providing on-going opportunities for learning and feedback to work toward continuous improvement. The support must provide opportunities for collaboration and reflection to promote professional growth.

The following chart shows a high-level description of the preparation program, selection process, and support that will be in place for the Assistant Principal Pipeline starting in March 2023.

PREPARATION	SELECTION	SUPPORT
Select the program that fits your Aspirations	Participate in a Rigorous Selection Process	Receive On-going Differentiated Support
Assistant Principal (AP) Pipeline This program is for current teachers and central office staff who currently hold administrative certification and are interested in becoming assistant principals in the district. Interested candidates must apply and be accepted into this program. Start date: March 8, 2023.	AP Program Screening & Selection - Information Session Offered - Application - Principal/ Supervisor Recommendation - Interviews	As an AP in preparation, you will - Receive on-going feedback - Collaborate with colleagues in a Professional Learning Community (cohort model)

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Program Description: Pittsburgh’s Assistant Principal Pipeline Program involves a comprehensive course of study designed to teach the knowledge, skills, and dispositions necessary to become effective assistant principals. This cohort-modeled program includes an orientation, five (5) standards-based professional learning sessions, competency-based tasks, and on-going mentoring and support from program leads. The course of study is designed to teach the knowledge, skills, and dispositions necessary for to become an effective assistant principal.	
Contact:	Standards:
Dr. Shawn McNeil, Assistant Superintendent of Professional Learning	Program design will align to the PA School Leader rubric/framework for evaluation.
Timeline:	
Make application available by e-mail to potential candidates.	Monday, January 30, 2023
Attend a virtual information session to discuss program information, requirements, and application process.	Tuesday, February 7, 2023 4:30 – 6:00 PM
Applications are due , including essay, evaluation data, and principal recommendation.	Friday, February 17, 2023
Administrative Selection and Screening , including application review and interviews.	Monday, February 20 – Friday, February 24, 2023
Assistant Principal Pipeline Launch and Orientation	Wednesday, March 8, 2023
Assistant Principal Pipeline Participants Culminating Event	Wednesday, May 31, 2023

Date:	Time:	Topic:	Learning Objectives:	Location:	Facilitator:
3/8	4:00 – 7:00	Domain 1: Strategic and Cultural Leadership	To engage in learning activities, reflection, and collaboration to understand and apply principles of strategic thinking and cultural leadership to school contexts.	Greenway Room 201	Dr. Shawn McNeil
3/21	4:00 – 7:00	Domain 2: Systems Leadership	To engage in learning activities, reflection, and collaboration to apply systems thinking to understand how to build a learning-focused school climate.	Greenway Room 201	Dr. Shawn McNeil
4/12	4:00 – 7:00	Domain 3: Leadership for Learning	To engage in learning activities, reflection, and collaboration to understand how to implement a continuous improvement model at the school level to improve teaching and learning and impact student achievement.	Greenway Room 201	Dr. Shawn McNeil
5/2	4:00 – 7:00	Domain 4: Professional and Community Leadership	To engage in learning activities, reflection, and collaboration to understand the professional and	Greenway Room 201	Dr. Shawn McNeil

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			community responsibilities of a school leader.		
5/31	4:00 – 7:00	Mock Interviews and Culminating Projects	To engage in mock interviews to prepare participants for interview season and to share culminating projects for feedback.	Greenway Room 201	Dr. Shawn McNeil

*** Please note the Assistant Principal Pipeline application will be made available by e-mail to potential candidates, Monday, January 30, 2023. The link will be shared with principals.**

Please feel free to reach out to Dr. Shawn McNeil at smcneil1@pghschools.org if you have any questions.