



From Learners to Leaders

*Cultivating Leadership
in Others*



Invest in others to cultivate success

Charged with creating, supporting, and sustaining a flexible and responsive leadership pathway from beginning teachers to executive leaders.



Supports programs for aspiring leaders, principals, assistant principals, and executive leaders.



Supports the evaluation processes for teachers, school leaders, and district leaders to promote our district's vision of instruction.



Supports programs for beginning teachers, mentors, lead mentors, and instructional coaches.



Supports programs for parents, Parent Engagement Liaisons (PELs), and Secondary Engagement Liaisons (SELs).



VISION

To ensure every student has a promising and successful future

EFFECTIVE INSTRUCTIONAL LEADERS

An instructional leader is someone who establishes academic goals for the school and communicates them to staff, supervises teaching and monitors student progress, provides incentives for teaching and learning, creates opportunities for the professional development of teachers, and buffers student learning time.

Hallinger, P. (2003). Leading educational change: Reflections on the practice of instructional and transformational leadership. *Cambridge Journal of Education*, 33(3), 329–352. <https://doi.org/10.1080/0305764032000122005>



VALUES

Innovation
Respect
Collaboration

Integrity
Inclusion
Equity

BUILDING LEADERSHIP CAPACITY

Objective: Developing instructional leaders to enhance district-wide engagement in effective instructional leadership.

SUPPORTING OUR CORE VALUES

LEADERSHIP PIPELINE



DEVELOPING TEACHER LEADERS

After-hours professional learning series to support instructional personnel in building foundational leadership skills based on school and district leader frameworks.



ASPIRING LEADERS ACADEMY

After-hours professional learning series to support development of skill sets and knowledge bases related to specific Florida Principal Leadership Standards in preparation for school and district administrative roles.



PREPARING FUTURE PRINCIPALS ACADEMY

District based Level II principal certification program to support aspiring principals in acquiring and demonstrating the knowledge and skills needed for effective school leadership.



NEW PRINCIPAL ACADEMY

Professional development program that provides ongoing job-embedded support for beginning principals in acquiring the knowledge and skillset outlined in the Florida Leadership Standards.



EXECUTIVE LEADERSHIP COACHING

Coaching and mentoring program to support aspiring executive leaders in acquiring and demonstrating the knowledge and skills needed for effective district leadership.

TEACHER LEADERS

ASPIRING ADMINISTRATIVE LEADERS

ADMINISTRATIVE LEADERS

PRINCIPAL LEADERS

EXECUTIVE LEADERS

RECRUITMENT

OCPS Administrative Pool

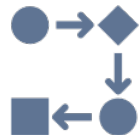
*Instructional and administrative personnel with Educational Leadership certification apply to the OCPS Administrative Pool. Applications are vetted on set criteria, and candidates participate in both interviews and performance tasks as part of the selection process.

Pool Process Webinars

*Interested administrative pool applicants receive valuable information on how to navigate each stage of the pool process, as well as helpful tips from an expert panel of current Orange County Public Schools assistant principals on the skill sets needed to be a successful school leader.

OCPS-UCF Masters Cohort in Ed Leadership

*Partners with University of Central Florida for cohort recruitment, selection, & support for two-year cohort program



IMPACT



Orange County
Public Schools

Professional Learning Department

Leadership Development

LEARNERS TO LEADERS

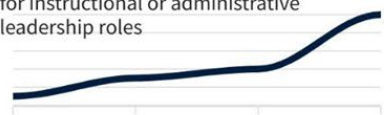
IMPACT OF OCPS LEADERSHIP DEVELOPMENT INITIATIVES

TEACHER LEADERS



95%

DTL completers enter advanced coaching/mentoring programs to prepare for instructional or administrative leadership roles



ASPIRING LEADERS



18 of 22 completers entered administrative pool; 4 placed as assistant principals.

ADMINISTRATIVE POOL



55%

 Increase in number of qualified administrative pool applicants.

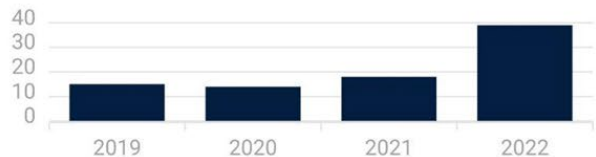
FUTURE PRINCIPALS

ACTIVE CANDIDATES

73

COMPLETERS

36



■ PREPARING FUTURE PRINCIPALS ACADEMY PARTICIPATION



SCHOOL LEADER EVALUATION



96% of our future principals were rated effective or above during the 2021 - 2022 school year (70 of 73).



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Our Promise. Your Support. Their Success.

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**Orange County
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