



Never before has the demand for school leadership been so high. We seek visionary and innovative new leaders dedicated to building strong school systems so that every teacher and student can thrive and succeed.

### THE PROGRAM

Based on best practices and supported by research, the program is designed to strengthen school leadership in Oregon and give aspiring leaders the opportunity to learn first-hand how to run a school. This unique pilot integrates an internship with instruction and offers candidates increased resources. With instructional leadership at its core, the program is customized to each candidate in partnership with district leaders and program providers.

Candidates must have a minimum of five years of highly effective teaching experience, including at least two years in teacher leadership roles. Candidates:

- Are guaranteed a full-year, half-time internship.
- Work with site supervisors for sustained training, preparation, and high-quality support.
- Receive mentor support at the beginning of employment as a new administrator.
- Are encouraged to seek an administrative position in Oregon in areas of high need, such as rural or remote schools, hard to staff positions, or schools identified as focus or priority.
- Are recommended for TSPC Preliminary Administrative License (formerly Initial Administrative License) and supported in the application and interview process for an administrative position in Oregon.

### REQUIREMENTS

- Oregon teaching license
- Five years of teaching (minimum), including two years in teacher leadership roles as documented through a resume and recommendations
- A master's degree with a 3.0 GPA or higher
- A signature of commitment from district superintendent

Candidates will be selected based upon their potential for instructional leadership in equity, emotional intelligence, adaptive leadership, team building and interpersonal skills, personal statements, references, and strength of application.



Great school leaders keep a laser-like focus on teaching, learning, and equity.

### PREPARING THE NEXT GENERATION OF SCHOOL LEADERS

The Oregon Department of Education, in partnership with Chalkboard Project, COSA Leads, and Portland State University (PSU), have continued a program to redesign preparation for the preliminary administrative license to:

- Strengthen the pipeline for new Oregon principals using an innovative pre-service training model.
- Improve outcomes for all students and close achievement and opportunity gaps in schools.
- Increase and retain people of color, women, individuals from rural communities, and individuals from historically underrepresented groups employed as Oregon school principals and district administrators.
- Demonstrate the importance of principal preparation as a lever for systemic improvement.

## DISTRICT BENEFITS

Districts acquire high caliber, equity-focused instructional leaders with proven skills to build a high-performing culture of academic success for all students.

Candidates will:

- Bring focused instructional leadership practices to prioritize improvement of teaching and learning.
- Model adaptive leadership and emotional intelligence to tackle tough challenges and embrace change.

## PROGRAM PROVIDER



LEADERSHIP, LICENSURE & DEGREE PROGRAMS

The Confederation of Oregon School Administrators and its partner, Concordia University of Chicago, offer a rigorous, equity-based Preliminary Administrator Licensure program aimed at equipping the next generation of Oregon school administrators with the leadership skills and knowledge they need to make a difference for our students.

### PROGRAM DELIVERY

The COSA-CUC program features five online courses taught by highly skilled Oregon educators, a yearlong job-embedded internship with relevancy to district issues, equity workshops, and regular opportunities to collaborate face to face with peers. Courses begin in January 2018 and the internship takes place over the 2018-2019 school year. Candidates also earn a certificate of mastery in educational equity. For information about the COSA-CUC program, visit [www.cosaleads.org](http://www.cosaleads.org)

Candidates are supported by two experienced, Oregon-licensed administrators: (1) an onsite district mentor and (2) the university supervisor.

### PROGRAM DURATION

January 8, 2018 – June 24, 2019

### APPLICATION

- All applications are due November 15, 2017
- The application includes a resume, personal statement, and three references from school administrators (including one from your superintendent).
- To begin the application process, email the admissions specialist at [trina@cosa.k12.or.us](mailto:trina@cosa.k12.or.us)

## CONTACT



COSA Office: 503-581-3141

Colin Cameron, Deputy of Licensure, [colin@cosa.k12.or.us](mailto:colin@cosa.k12.or.us)

Trina Hmura, Admissions Specialist, [trina@cosa.k12.or.us](mailto:trina@cosa.k12.or.us)

## DISTRICT RESPONSIBILITIES

- Guarantee a full-year, half-time release from regular duties based upon mutually acceptable terms. Financial reimbursements up to \$35,000 will be provided to districts to help cover release time.
- Offer additional financial support or tuition cost reductions, if available and applicable.
- Offer release and substitute time for professional development opportunities that are required by the programs.
- Demonstrate support for candidates through a signed commitment from district superintendent.

## PROGRAM PROVIDER



**Portland State**  
UNIVERSITY

PSU's Initial Administrative Licensure program integrates equity into all aspects of its programming, including instructional improvement, change leadership, community engagement, ethics, finance,

management, and school law. Our interns use recent research and student data to inform their equity-focused, adaptive leadership practices. PSU's professors are experienced administrators who have been acknowledged for their equity leadership in Oregon schools, and our graduates are regularly recognized for their ability to reduce educational disparities in schools.

### PROGRAM DELIVERY

PSU offers a dynamic, equity-focused cohort in a variety of settings: online, hybrid, and face to face with the first course of the sequence offered fully online in winter or spring 2018. Interns will begin the hybrid cohort portion of the program in June 2018 and complete the program July 2019.

A job-embedded, intern experience will be integrated into the fall, winter, and spring terms of the program.

Three experienced Oregon-licensed administrators support the interns: (1) an onsite mentor, who will coach the intern during the internship and beyond; (2) the cohort leader; and (3) one additional university supervisor.

### PROGRAM DURATION

January 2018 - July 2019

### APPLICATION

- All applications are due November 15, 2017
- The application includes a resume, personal statement, and three references from school administrators (including one from your superintendent).
- For more information and assistance with applications, contact admissions specialist, Kris Smith: [elpadmit@pdx.edu](mailto:elpadmit@pdx.edu) (503) 725-4654.

## CONTACT



Susan Carlile, MA, Associate Professor, [scarlile@pdx.edu](mailto:scarlile@pdx.edu)

Tania McKey, PhD, Assistant Professor, [tmckey@pdx.edu](mailto:tmckey@pdx.edu)

# FREQUENTLY ASKED QUESTIONS

**Q: How will the internship be funded?**

A: Funds for the internship will be provided by the State of Oregon and coordinated through Chalkboard Project.

**Q: Are all program costs covered through the grant funding?**

A: Leading for Learning provides up to \$35,000 toward a full-year, half-time internship and mentoring support after program completion.

**Q: How rigorous is the coursework?**

A: The academic coursework must satisfy the program and new TSPC requirements necessary for completion of the preliminary administrative license. The coursework integrates the Oregon administrative licensure standards with an emphasis on (1) centering equity in leadership, (2) preK-12 instructional leadership including English language acquisition, early childhood, and special education, (3) adaptive leadership, and (4) emotional intelligence.

**Q: Which program should I apply for?**

A: Leading for Learning wants to ensure that every candidate has access to the program by offering choice and a variety of formats and delivery options. Candidates are welcome to consider both programs and select the best fit based on personal choice.

**Q: How many candidates will be accepted?**

A: Each program provider can accept up to 15 candidates per year.

**Q: Who should I contact for more information about Leading for Learning: Aspiring Leaders?**

A: For more information please contact Bahia Overton at Chalkboard Project, [bahia@chalkboardproject.org](mailto:bahia@chalkboardproject.org) or 503-542-4325.

“This was an amazing opportunity! The experience of shadowing an administrator and learning the job before you actually have to do the job was invaluable!”

-Claudia Kis, Woodburn School District

“The internship really prepared me to be an administrator. I am confident that I will be successful in my new role.”

-Tamika Hampton, Salem-Keizer School District