



Empowering Excellence Dallas ISD's Leadership Pipeline for Excellence & Equity



Chief of School Leadership
Tiffany Huitt- Powell



Assistant Superintendent
Roshonda Clayton-Brown



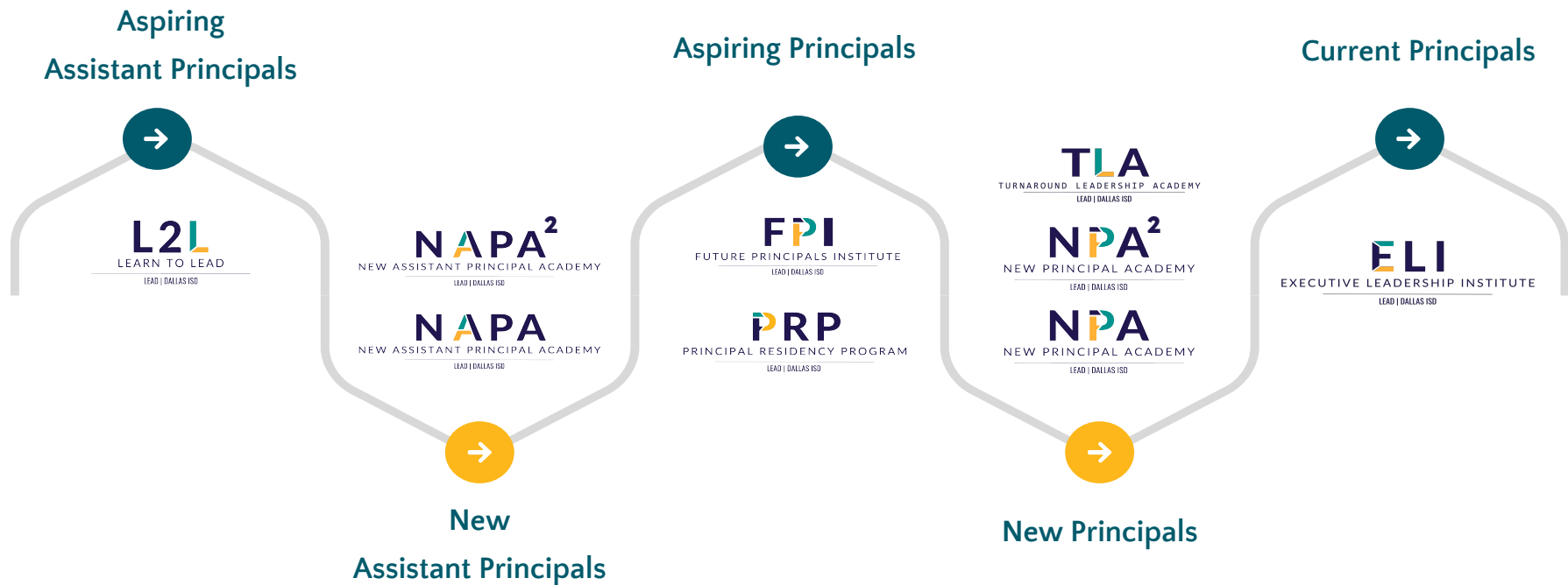
Manager, Lead
Michael Moran



LEAD



PRINCIPAL PIPELINE: LEADERSHIP PATHWAYS

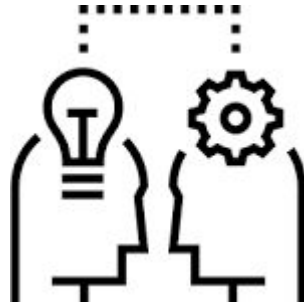


PRINCIPAL PIPELINE: ON-THE-JOB DEVELOPMENT

PRINCIPAL PIPELINE: **VACANCY PLANNING CYCLE**



**Aspirations Survey
and Career
Conversations**



**Job-Embedded
Coaching and
Development**



**Leader Dashboard
and Talent Meetings**



**Hiring and Selection:
Positions and
Pipeline Programs**

PRINCIPAL PIPELINE: **LEADER TRACKING SYSTEMS**

Our leader dashboards allows us to inventory qualitative (aspirations, competency proficiency, principal readiness, formal evaluations) and quantitative (language proficiency, demographic data, years of experience, position) data for 230 principals and over 360 assistant principals.

Job Title	Region	Spanish Proficient	1 Year Aspiration	Strengths/Opportunities
<input type="checkbox"/> Principal	<input type="checkbox"/> I	<input type="checkbox"/> Yes	<input type="checkbox"/> Will Stay in Current Role	<input type="checkbox"/> Adaptability
<input type="checkbox"/> Principal Resident	<input type="checkbox"/> II	<input type="checkbox"/> No	<input type="checkbox"/> Will Seek Principalship	<input type="checkbox"/> Coachable
<input type="checkbox"/> Principal Assistant	<input type="checkbox"/> III		<input type="checkbox"/> Will Seek Non Principal	<input type="checkbox"/> Data Informed
<input type="checkbox"/> Support Admin	<input type="checkbox"/> IV		<input type="checkbox"/> Position (Internal)	<input type="checkbox"/> Develops Talent
	<input type="checkbox"/> V		<input type="checkbox"/> Will Seek Assistant	<input type="checkbox"/> Effective and Clear
		Race	<input type="checkbox"/> Principalship	<input type="checkbox"/> Communication
		<input type="checkbox"/> Black or African American	<input type="checkbox"/> Will Seek ED Position	<input type="checkbox"/> Equity Mindset
		<input type="checkbox"/> Hispanic	<input type="checkbox"/> Will Retire	<input type="checkbox"/> Instructional and
		<input type="checkbox"/> White	<input type="checkbox"/> Will Leave	<input type="checkbox"/> Pedagogical Lens
		<input type="checkbox"/> Asian	<input type="checkbox"/> Principal Ready	<input type="checkbox"/> Trusting Relationships
		<input type="checkbox"/> American Indian or Alaskan		<input type="checkbox"/> Visionary
		<input type="checkbox"/> Native		
		<input type="checkbox"/> Native Hawaiian/Other		
		<input type="checkbox"/> Pacific Islander		

School Category	Gender
<input type="checkbox"/> Elementary School	<input type="checkbox"/> Female
<input type="checkbox"/> Middle School	<input type="checkbox"/> Male
<input type="checkbox"/> High School	
<input type="checkbox"/> Other	

PRINCIPAL PIPELINE: SELECTIVE HIRING

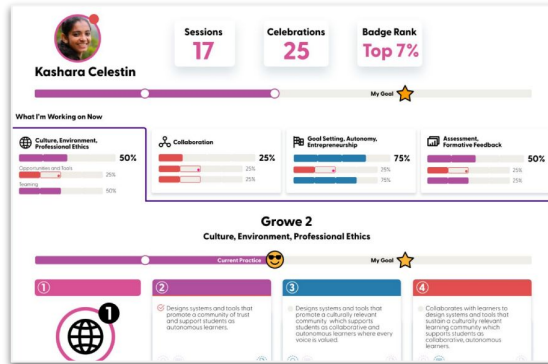
One critical component of having a principal pipeline of well-prepared and well-supported new principals is using selective hiring and placement, informed by data on candidates' demonstrated skills, to match principal candidates to schools.





FUTURE PRINCIPALS INSTITUTE

LEAD | DALLAS ISD



- Badging and micro-Credentialing
- Professional learning
- Equity study



PRINCIPAL RESIDENCY PROGRAM

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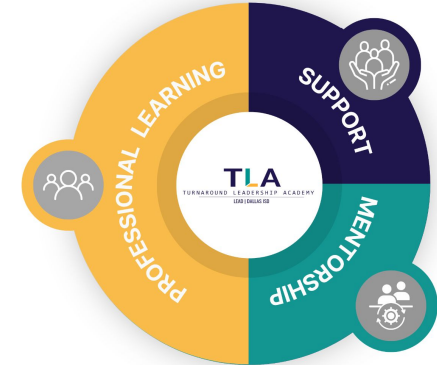


- Individualized mentoring and coaching
- Rigorous and comprehensive developmental experiences



TURNAROUND LEADERSHIP ACADEMY

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- Developmental sessions with focused learning walks
- Proactive coaching by mentors



THANK YOU

www.LEADdallasid.org



QUESTIONS