



Five Star G.O.L.D. Academy – Cohort 2

Prerequisites

The following are prerequisites for assistant principals/district-level administrators to be eligible for application to the L.E.A.D. Cohort:

- Current Henry County Schools assistant principals or district-level administrators with at least one year of experience in either role;
- Clear, renewable certificate (L-5, PL-5, or higher) or a support personnel license;
- Motivation, skills, and knowledge to advance into the principal role within 1-3 years;
- Evidence of a proven record of exhibiting leadership skills in current position, including demonstrated success as an instructional leader;
- Strong track record of positive past performances;
- High recommendation and completed reference form (found online) by immediate supervisor and one additional HCS educational leader;
- High level of credibility in the school system and community.

The Importance

There is a direct correlation between the effectiveness of leadership in schools and student/staff performance. Perhaps the most important personnel decisions made in public schools center on the selection of principals. Henry County Schools (HCS) is committed to developing the most effective leaders possible in its quest for achieving its mission of “Ensuring Success for Each Student.”

The Need in HCS

With 50 schools already in existence and the potential for more with an increasing student population, HCS continues to be a growing system in need of dynamic principals who can meet the challenging demands mandated by 21st century expectations. Above-average growth, coupled with the retirement and promotion of experienced principals, means developing and selecting high-performing principals will be an HCS priority for years to come.

The Program

The L.E.A.D. program is designed to prepare the next generation of principals/district-level administrators for HCS. The various training modules are customized to train candidates the “Henry County Way” so that they will be prepared to meet the rigors and enjoy the rewards of being a principal/district-level administrator in the Henry County School System. The training sessions will span almost every topic needed by leadership practitioners.



Five Star G.O.L.D. Academy – Cohort 2

A sampling of the topics may include, but are not limited to:

- Instructional Leadership
- Emotional Intelligence
- School Governance and Management
- Human Resource Management
- Finance and Budgeting
- Communicating Effectively
- Community Relations
- Instructional Technology

The L.E.A.D. program is one of five components comprising the system's Five Star G.O.L.D. Academy. The G.O.L.D. (Growth Opportunities in Leadership Development) Academy is the very foundation for leadership training in HCS. In essence, L.E.A.D. is the vehicle which drives the preparation of assistant principals and district-level administrators. L.E.A.D. is meant to be a mechanism by which high-potential, effective leaders at these two levels can become well-equipped with the tools needed to lead a school or department. Applicants who are accepted into the academy will participate in a twelve-month program aligned to competency-based learning and 21st century skills. The sessions will be research-based, job-embedded, performance-targeted, interactive forums requiring a high-level of participation and performance. Although theory will be considered, practical application of the concepts will be emphasized to a high degree.

The Expectations

Admission to the program will be competitive, and it is expected that the cohort will be limited to a maximum of 15 candidates. Cohort members will be expected to make a full commitment to all requirements of the L.E.A.D. program. Excellent attendance, high-level of engagement, superior performance on assignments, and exemplary professionalism will be expected of all candidates. In addition, candidates selected to participate in the program will be required to attend an orientation session prior to the first cohort session. Professional Learning Units (PLUs) will be awarded upon successful completion of the program. Although the L.E.A.D. program is strongly preferred to be the primary conduit to the principalship in HCS, there will be no guarantee of advancement by becoming a graduate of the program.