



Aspiring Leaders Program Overview



The Tattnall County Schools Aspiring Leaders Program is designed to develop and prepare participants with the professional knowledge and experience to become successful leaders in the district. Candidates are certified district employees with school or community leadership experience and a desire to serve in leadership roles.

Eligibility Requirements

Program candidates should meet the following preferred eligibility requirements prior to completing the application:

- ★ 3 years of professional experience in Tattnall County Schools
- ★ Master's degree
- ★ School or community leadership experience (This experience includes positions such as department or grade level chair, instructional coach, instructional lead teacher, school improvement team leader, graduation coach, content specialist, and athletic or extracurricular activities coach.)

The above criteria are not required, but are preferred. All interested are welcome to submit an application.

Program Application

Candidates must submit a completed application by the submission deadline. Components of the application include:

- ★ Completed application form
- ★ Constructed response to a writing prompt
- ★ Administrator recommendation form

Please note that these components hold considerable weight in determining whether a candidate moves to the next phase of the selection process.

Candidate Interview

Candidates who meet the initial criteria and who are selected to move into the second phase of the selection process will participate in a face-to-face interview. Interviews will be conducted by a leadership panel and will focus on behavioral interview questions.

Final Selection

A selection committee will review all applications using scoring rubrics. The list of chosen candidates will then be notified of their selection into the program.

Program Participation

Once selected, program participants will be required to attend seven modules of professional learning and complete a performance-based capstone project that comprise the program curriculum. Participants are expected to attend all sessions and participate actively in the discussions, assignments, and experiences and to abide by established cohort norms. The program will begin in November, 2017 and will conclude in June, 2018.



Aspiring Leaders Program Frequently Asked Questions

Why is the district offering an Aspiring Leaders Program?

In an effort to do whatever it takes for student success, Tattnall County Schools identified a need to build a systemic way of growing administrative talent within the district. The Aspiring Leaders Program is one way to build the capacity of potential leaders who motivate and inspire a passion for learning. The district desires to develop and prepare personnel with the professional knowledge and experience to become successful leaders in Tattnall County Schools.

The application requires a recommendation form. Can any administrator complete this form?

The recommendation form should be completed by your current school principal or former principal if a candidate is within one year of working with a new principal. In either case, the reference should be completed by a current principal of Tattnall County Schools.

What does “school leadership experience” mean?

All TCS employees who aspire to future administrative or supervisory roles are eligible to apply to the Aspiring Leaders Program. A formal leadership role in the district, however, is not required to apply. Candidates who can demonstrate previous or current leadership experiences are eligible. These experiences may include, but are not limited to department or grade level chair, instructional coach, instructional lead teacher, school improvement team leader, graduation coach, school counselor, content specialist, athletic or extracurricular activities coach, etc. If you are unsure whether your experience meets the criteria, please contact Carla Waters at cwaters@tattnall schools.org.

How are candidates selected to participate in the program?

The Aspiring Leaders Program utilizes a rigorous process to select participants. A selection panel reviews all of the applications and uses a rubric to score written responses. Two readers review each written response and, if the scores differ by more than one point, an additional reader scores the essay. The two highest scores are used in the candidate's overall score. Based on the scores from the written response and the recommendations, candidates are chosen to move to the next phase of the process, which is a face-to-face interview. Each member of the interview panel (at least three people) uses a rubric to rate each candidate. These scores are combined with the scores from the first phase to reach a total score for each candidate. Based on the size of the cohort, candidates with the highest scores are accepted into the program.

How much time is required to participate in the Aspiring Leaders Program?

Participation requires attendance at seven face-to-face professional learning modules beginning in November, 2017 and completion of a capstone project. Session assignments (1 to 2 hours per session) and the capstone project presented in June, 2017 will require additional time. These assignments, however, will be directly connected to the candidate's work in schools.

If I successfully complete the program will I be guaranteed a leadership position?

The Aspiring Leaders Program is not only designed for potential assistant principals, but also for additional future leadership positions such as curriculum leaders, learning facilitators, principals, and district office personnel. Anyone who completes the program must still complete the formal selection process to be considered for a formal leadership position. Although no one is guaranteed a position, our hope is that program participants will be very well prepared and will stand out in the selection process.

