

A 'Grow Your Own' District-University Collaboration

The South Puget Sound Principal Preparation Partnership

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PRINCIPAL EVALUATION CRITERIA

Improving Instruction, Managing Resources, Engaging Communities

School district leaders with vision, capacity, and commitment are taking the initiative to partner with universities to “grow their own” principals.

In Northwest Washington, City University of Seattle and Puyallup Public Schools have joined forces to offer outstanding leadership development via the South Puget Sound Principal Preparation Partnership.

'GROW THEIR OWN' LEADERS

Residency administrator preparation depends on cooperation between the university and the school district. Minimally, the university delivers course work, field supervision, and certification support, while the district provides internship placement and mentor.

In response to needs for larger numbers of more highly qualified school leader applicants (Basom & Yerkes, 2004; Hallinger & Bridges, 2017; Taylor & Gordon, 2015), some districts have sought to increase their roles in preparing principals and other school leadership positions like assistant principal, dean of students, and program administrator. To “grow their own” leaders, some districts sponsor leadership academies for



CityU Puyallup Partnership cohorts 1 and 2 on their Feb. 18 visit to the Washington State Legislature.

promising teacher leaders, host university courses and seminars at school sites, and encourage their administrators to mentor interns and to teach university administrator prep courses or to serve as guest lecturers in universities' principal preparation programs.

CityU and Puyallup Public Schools proudly promote their joint venture, the South Puget Sound Principal Preparation Partnership. In Spring 2018, the 2017-2019 cohort of principal candidates finished their preparatory course work and was poised to start the yearlong internship. In this 100% face-to-face, cohort model, candidates attend classes in the district office on Tuesday and Thursday evenings. Current district administrators

renowned for their expertise and reputations in state and national education are hired as CityU faculty.

To close the link between academic preparation and internship application, faculty also serve as field supervisors during the internship in the second half of the two-year program. Among the impressive faculty are Superintendent Tim Yeomans and Chief Assessment and Accountability Officer Glenn Malone, who also coordinates the Puyallup side of the partnership.

SUCCESSFUL PLACEMENTS

The partnership's philosophy expresses CityU's and Puyallup's strong beliefs in excellent, deep, and wide preparation consistent with

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the district's vision, mission, and beliefs about success for all students. Dr. Yeomans and Dr. Malone express confidence that, while this preparation has deep roots in the "Puyallup Way," leadership skills readily transfer to other districts' leadership needs. This local approach to professional development, partnered with a CityU Principal Certificate has significantly improved the quality of local candidates for school leadership positions. The program has not only benefited Puyallup, but all local districts have access to send and hire candidates.

"Puyallup has been working with Principal Certification students since 2014," said Malone. "Since that time we have helped prepare over 50 school leaders. Our totals are very impressive and we are thrilled with our 96% placement rate!"

Malone said the program has produced participants serving in a variety of capacities.

"Our students are currently serving as two chief officers, three deans, five directors, 10 principals, and 28 assistant principals," he added. "They serve communities across Washington state in Mt. Baker, Leavenworth, Port Angeles, Kent, Highline, Clover Park, Tacoma, Franklin Pierce, Sumner, Orting, Chief Leschi, Bethel, Enumclaw, Federal Way, Bellevue, and Puyallup—18 of our current administrators—and one in Colorado!"

EXCELLENT SCHOOL LEADERS

CityU Educational Leadership Director Dr. Margaret Chow is elated to support our partnership with Puyallup Public Schools to prepare excellent principals and school leaders. In addition, to this amazingly powerful, district-embedded, cohort-based, face-to-face model, CityU also makes principal and program administrator preparation accessible

via a personalized variety of mixed-mode and online options.

City University of Seattle is accredited through the doctoral level. It is dedicated to serving the working adult and transfer student and has been ranked in the top 50 Best Online Bachelor's Programs in the nation seven consecutive years 2013-2019 by U.S. News & World Report. ■

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