Maximizing Professional Learning
NEWSLETTER

Letter from the Senior Executive Director | A Vision for Leadership Development

As the Senior Executive Director of the Office of Leadership, Professional Learning, and Continuous Improvement, I am pleased to have this opportunity to share the outstanding work of our office known also as LEAD, an acronym for (Leadership, Empowerment and Development), which is the mainstay of our work.

Over the course of the past year, with the guidance and support of First Deputy Chancellor, Donald Conyers, the LEAD office worked to develop and implement a coherent, robust, and strategic leadership development model that anchors our children and our school leaders. In doing so, LEAD facilitates professional learning opportunities from recruitment and on-boarding from time of hire through years of service for system-wide talent groups. Since our launch last spring, we have had the opportunity to lead and learn with some of the most talented and dynamic people in our system.

Each day we are engaged in planning and/or facilitation of learning which culminates in leading talent for the purpose of advancing achievement; and herein lies the hope for a brighter tomorrow for our future leaders and our students. It is a pleasure and an honor to share the work of the Leadership, Empowerment, and Development (LEAD) office as the city and the country continue forward through these times.

As I close, I want to respectfully acknowledge the challenges, grief, and loss that so many of us in our city and our system have experienced or are experiencing. We will never forget this moment, yet even in dark times, I ask that we continue empathy and perseverance while holding space for hope and progress. We will come through this, stronger.

We will be sharing the work of the LEAD office and spotlighting its leaders through our newsletter and social media platforms. We hope that you will join us as we aim to inspire, communicate, and share the stories and work of our talented servant leaders.

With Gratitude,
Rahesha Amon, Senior Executive Director | Office of Leadership, Professional Learning, and Continuous Improvement
LEAD Talent Groups and Talent Group Liaisons:

- Executive Superintendents | Sean Davenport, Ed.D.
- Superintendents | Stacey Walsh
- Deputy Superintendents | Nakia Haskins
- Principals | Robin Pitts
- Assistant Principals | Una-Kariim A. Cross

(From left: Sean Davenport, Stacey Walsh, Nakia Haskins, Robin Pitts, Una-Kariim A. Cross)
Photographs of Sean Davenport and Nakia Haskins by: Christian Williams Fernandez for the New York City Department of Education

LEADing talent, advancing achievement!

LEAD Learning

The Office of Leadership, Empowerment, and Development (LEAD) started the 2021 New Year with the Citywide Principal Professional Learning day on January 14. The day included Technology office hours with DIIT and time and space for New Principals to connect via the New Principal Academy, which provides space for new principals (onboarding through year-two) to connect, learn, and share practices in small, facilitated learning groups. Asynchronous learning from January 14 can be found on the iLearn platform. On January 21, LEAD facilitated parallel meetings for New Superintendents and Deputy Superintendents. LEAD finished the month strongly launching its Division of the First Deputy Chancellor Leadership Book Club for Principals on January 27th. First Deputy Chancellor Donald Conyers supports and models leadership development and empowerment, and has offered inspiration at all of LEAD’s aforementioned events, often sharing his passion and gratitude with all leaders and principals. LEAD Team Senior Lead, Dr. Sean Davenport also served to welcome the 17 citywide principals into the inaugural book club. The convening was for discussion and study of the book Leadership on the Line: Staying Alive Through the Dangers of Change by Ronald Heifetz and
Marty Linksky. The opening session was facilitated by Dr. Miatheresa Pate, Community Superintendent for District 23. And last, but certainly not least, was the launch of LEAD’s work with Assistant Principals which includes the launch of the Assistant Principal Leadership Institute (APLI) Leadership & Literature Chat series facilitated by Rex Bobbish, the New Assistant Principal Academy facilitated by Una-Kariim A. Cross, and the Inspired Leaders Mentorship Program. More will be shared about each in the next newsletter!

### Continuous Improvement Planning

All schools are currently engaged in progress monitoring to assess student and school performance toward meeting 2020-21 annual CEP goals and are adjusting their action plans, as needed, in order to address identified student academic and social-emotional needs. With this month’s roll-out of the CEP template and timeline for 2021-22, schools will initiate a comprehensive needs assessment process in March to prepare for the goal-setting and action planning they will engage in this spring to plan for anticipated student learning needs, identified professional learning needs of staff, and strategies to engage and support families in preparation for next school year.

### Tips

LEAD Tips: Check out previous Tips of the Week [here](#)

### Required Annual School Leadership (SLT) Training:

As per NYSED Commissioner’s Regulation [100.11](#) and Chancellor’s Regulation [A-655](#), all schools and districts must engage in school-based planning and shared decision-making to improve the academic performance of all students. In order to support new and continuing school leadership team (SLT) members in implementing these requirements during blended learning, the DOE has developed this [pre-recorded webinar](#) on SLT and district leadership team (DLT) roles and responsibilities. The webinar includes introductory remarks from Central leadership, greetings from union partners and parent leaders, and covers topics such as SLT/DLT membership roles and responsibilities, CEP development and school-based budgeting, related requirements for Title I schools, best practices, and resources and support for effective SLT/DLT operations. Principals and SLT members were required to view this webinar together and discuss these sample [guiding questions](#) during their December or January SLT meeting.
LEADers on the Move

The Offices of Leadership, Professional Learning, and Continuous Improvement/Leadership, Empowerment, and Development (LEAD) are taking a moment to celebrate and offer congratulations to our talented leaders on the move.

Congratulations to our Newly Appointed Superintendents, Deputy Superintendents, and Executive Directors for the 2020-2021 School Year!

Superintendents:

Kristy De la Cruz | joined as Community Superintendent of District 4 and was a member of the inaugural cohort of the LEAD Equity and Excellence EdPacesetters.
Renee Peart | joined as Superintendent of Bronx High Schools, districts 7, 9, and 12.
Kelly McGuire | joined as Community Superintendent for District 2 and was a member of the inaugural cohort of the LEAD Equity and Excellence EdPacesetters.
David Pretto | joined as Community Superintendent of District 20 and was a member of the Deputy Superintendent Advisory group.
Harry Sherman | joined as Community Superintendent of District 9.

Deputy Superintendents:

Alison Alexander | joined as Deputy Superintendent of District 14
Teresa Caccurale | joined as Deputy Superintendent of District 24
Melissa Compson | joined as Deputy Superintendent of District 27
Fia Davis | joined as Deputy Superintendent of District 10
Lenneen Gibson | joined as Deputy Superintendent of Queens North High Schools
Frank Hernandez | joined as Deputy Superintendent of District 7
Jacqueline Jones | joined as Deputy Superintendent of District 79
Gina Mautschke-Mitchell | joined as Deputy Superintendent of District 10
Arelis Parache | joined as Deputy Superintendent of District 12
Melissa Ramos | joined as Deputy Superintendent of District Bronx High Schools 8,10,11
Jasmine Varela | joined as Deputy Superintendent of District 9

New Executive Directors:

Beverly Logan | joined Brooklyn South
Laura Kaiser | joined Queens South
Shirley Wheeler-Massey | joined Queens North

Please join us in sharing celebratory greetings to our leaders!

LEADership in Focus

As the Office of Leadership, Professional Learning, and Continuous Improvement/Leadership, Empowerment and Development (LEAD) we are excited to offer regular, topic-driven leadership and learning opportunities for our LEAD Talent Groups. During the winter LEAD has been actively supporting leadership development for school leaders.

LEAP, APLI and Wallace Fellows, our Principal preparation programs, continue to meet regularly. In June, LEAP will graduate a cohort of 60 SBL-certified aspiring leaders. Our New Principal Support (NPS) program provides coaching to almost 200 first- and second-year principals while offering coaching certification opportunities to central staff. This intensive support is thoroughly aligned to International Coaching Federation (IFC) Standards and the MPPR. Additionally, we were excited to launch support for New Principals and New Assistant Principals. We have been referring to the meetings for our newest colleagues as 0-2 “Academies” whereby we offer support and professional learning to new leaders from the time they accept a new role up to year two. These learning meetings, or “academies”, offer leaders the opportunity to learn while connecting and getting support from peers.

LEAD also supports emerging leaders in various talent groups as we continue working to ensure having an active and robust leadership pipeline of future school-based and central-level leaders. We are currently working on expanding our offerings for aspiring superintendents; please stay tuned for our list of programs.

Lastly, and of great importance, the Principal Candidate Pool is conducting regular monthly sessions for those desiring to become principals in the DOE. We have also assisted with filling supervisory vacancies by providing strategic hiring support to Superintendents and Principals. We have also successfully migrated all our programs to online platforms for admissions, professional development and assessment.
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