



Cohort Questions and Answers

What is the NAESP Pre-K-3 Leadership Academy®?

The National Association of Elementary School Principals (NAESP™) Pre-K-3 Leadership Academy® is a program designed to promote and build the capacity of national principals and directors to lead Pre-K-3 communities.

Who is sponsoring this initiative?

The National Association of Elementary School Principals (NAESP™), Council for Leaders in Alabama Schools (CLAS), and the Alabama Department of Early Childhood Education (ADECA) are partnering to provide high-quality professional learning and a resource program to meet the needs of elementary principals and Pre-K program directors serving children from age three to eight or Pre-K-Grade 3.

Will participants be assessed a program fees?

Due to the collaborative partnership of NAESP™, Council for Leaders in Alabama Schools (CLAS), and the Alabama Department of Early Childhood Education (ADECA), the NAESP Pre-K-3 Leadership Academy® is being provided free of charge. Program participants will attend and participate in three in-person meetings as described in the tentative program timeline listed below and will be responsible for their own travel expenses to/from each meeting.

How will content and training be delivered?

The year-long program will consist of a multifaceted and highly engaging blended professional learning environment that will include three in person meetings, multi-media online coursework, and collaboration with peers through on-line discussions, webinars, and/or conference calls. The culminating Capstone Project will provide program participants with an opportunity to apply what they are learning to their current setting. Cohort participants will, with the guidance and support of a trained Pre-K-3 Leadership Academy® Advisor, progress through the online training program that is aligned to NAESP™'s foundational competency guide, *Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice*. Cohort participants and advisors will also participate in three in-person full-day learning sessions to help take theory, learning, and content into practice.

What are the six competencies that characterize *Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice*?

- Embrace the Pre-K-3 Early Learning Continuum
- Ensure Developmentally-Appropriate Teaching
- Provide Personalized, Blending Learning Environments
- Use Multiple Measures to Guide Growth in Student Learning
- Build Professional Capacity Across the Learning Community
- Make Your School a Hub of Pre-K-3 Learning for Families and Communities

What are the program prerequisites?

While the program will be particularly focused on selecting principals/directors in underperforming schools/programs, applications are encouraged and will be considered by any principal, director, or leader of a Pre-K-3 school or agency.

What is the tentative program timeline?

- March 2020: Applications released.
- April 3, 2020: Applications due to CLAS by 4:30 pm.
- April 2020: Notification to Pre-K-3 Leadership Academy® applicants.
- April 2020: Program timeline released to participants and advisors.
- May 5, 2020: Advisor Orientation Meeting (Virtual)
- May 7, 2020: In-person orientation and launch meeting for program participants and advisors.
- May 2020 – September 2020: Course 101 online lessons with cohort and advisor on-line discussions.
- September 24, 2020: Second in-person meeting for program participants and advisors. Recap of Course 101, review Course 201 online lessons, and Capstone Project.
- September 2020 – April 2021: Course 201 online lessons and Capstone Project development and implementation.
- April 8, 2021: Final in-person meeting for program participants and advisors. Capstone Project presentations by program participants.

How will program participants be assessed?

The NAESP Pre-K-3 Leadership Academy® will offer multiple methods for program participants to assess their learning. Initially, participants will complete an assessment of their current skills and practices. Then cohort participants will assess their knowledge and application of each competency in the *Leading Pre-K-3 Learning Communities: Competencies for Effective Principal Practice*. Program participants and advisors will also complete surveys following each in-person meeting and complete a final program evaluation noting the effectiveness of the NAESP Pre-K-3 Leadership Academy® on their school, level of leadership and professional growth. Upon

completion of the blended program coursework, advisors will guide participants through the development and implementation of a culminating Capstone Project focused specifically on each participant's unique experiences and application of learning. The final in-person Capstone Project sharing meeting will be the culminating activity and add lasting value to the professional growth of each program participant.