

ABSTRACT

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Project Title: *3Rs for School Leadership: Recruit, Retain, Renew* (The 3Rs Project)

The goal of the 3Rs Project is to promote student growth by recruiting, preparing, and retaining educational leaders (principals and assistant principals) who have the knowledge, skills, and motivation to develop high-performing schools in some of New Jersey's highest-need school districts. The project will serve three New Jersey school districts with high poverty and underperforming schools: Trenton, (urban, Mercer County) Millville, and Bridgeton (both rural, Cumberland County.) The 3Rs Project will systemically address: (1) projected high leadership turnover; (2) critical shortages of qualified candidates; (3) inadequate induction and retention of new school leaders; and (4) inadequate professional development for current school leaders. The project addresses Invitational Priority 1 by providing ongoing support and development of principals and assistant principals to increase their effectiveness, and Invitational Priority 2 by providing customized professional development supported by moderate evidence of effectiveness. The 3Rs Project will implement a continuum of six complementary, research-based programs, three of them nationally recognized, into these high-need school districts: NJEXCEL, Rising Stars, The School Improvement Framework, New Jersey Leaders to Leaders, the School Administration Manager (SAM) Innovation Project, and Customized Professional Development. The 3Rs Project has chosen to bring together these six components to explore, document, and disseminate synergies among their practices and approaches, and measure their collective impact on student achievement in failing schools.