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## **Abstract**

*High Calling: Coaching And Learning for Leaders in Carroll County High Schools* is a comprehensive talent management strategy aimed at improving student outcomes through development of strong school and district leaders. The partnership between the Georgia Leadership Institute for School Improvement (GLISI) and the Carroll County School System (CCSS) has three goals: 1) to improve the effectiveness of current high school principals and assistant principals in leading change and school improvement; 2) to identify and develop a pipeline of strong aspiring leaders equipped to successfully lead innovative high school designs; and 3) to create district conditions that retain and grow effective high school leaders. CCSS is a rural, high-need LEA located on the border between Georgia and Alabama in central west Georgia, serving a diverse population of 14,048 students. The project will use a model of rigorous candidate selection, blended coaching for current and aspiring high school leaders in all five CCSS high schools, technical assistance to help district leaders create supportive principal working conditions, and incentive compensation to recognize instructionally-focused leadership practice. The project is likely to yield new understanding about developing school and district leadership in two environments that have typically been resistant to change: high schools and rural districts. Expected outcomes include increased quality of high school principal leadership as measured by the Georgia Leader Keys Evaluation System; increased retention of high school leaders; a pipeline of high school leaders with skills and experience leading instructional improvement; and increased student outcomes including cohort graduation rate; AP and dual enrollment; students on track to complete high school; and median student growth percentile on End of Course Tests for 9<sup>th</sup> Grade Literature, Math I (Algebra), and Math II (Geometry).