

Granite School District
Contact: Dr. Robert Averett

2500 S. State Street
385-646-4158

Salt Lake City, Utah 84115
rlaverett@graniteschools.org

School Leadership Program Proposal Abstract

The project, *Granite's Objective for Accomplished Leadership 21 (GOAL 21)*, will serve 67,602 students in grades K-12 and 133 school leaders in Granite School District's (GSD) 89 schools (63 ES, 16 JH, and 9 HS). GSD students live in culturally diverse, high poverty, urban environments and meet program eligibility requirements: 22% of students come from families living below the poverty line and 6.5% of teachers are working employed with emergency, provisional, or temporary certification or licensing. Furthermore, 44% of GSD students are ethnic minorities, with 31% being Hispanic and 24% being English Language Learners.

To address Invitational Priority 1, *GOAL 21* will provide professional development for principals and assistant principals of seven Persistently Lowest Achieving Schools, five Focus Schools, and one Priority School. In preparation for this grant and to address Invitational Priority 2, GSD conducted an extensive literature review and contracted with RMC Research to identify research-based practices and strategies to improve school leadership effectiveness and how this increased effectiveness ultimately influences student academic achievement and school climate.

The project's overarching goal is to *increase student achievement and improve school climate by improving school leadership*. To reach the goal, the project has four outcome objectives: 1) Develop the *Emerging Leaders Academy* as a cohesive, structured process of recruiting, training, providing internships, and achieving state licensure for aspiring administrators, 2) Develop the *New Leaders Induction Academy* as a cohesive, structured three-year process to train and mentor newly hired principals and assistant principals, 3) Develop the *Practicing Leaders Academy* as an on-going support mechanism for the State of Utah's five-year cycle of leadership re-licensure and 4) Partner with University of Utah to develop a new course of study that leads to licensure and a master degree in school leadership.