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.