

Relay Graduate School of Education (Relay GSE), New Schools for New Orleans (NSNO), and New Schools for Baton Rouge (NSBR) propose to provide an innovative, job-embedded professional development program to 50 principals in LEAs serving New Orleans and Baton Rouge high-need students – the **Relay GSE National Principals Academy** (Academy).

Through the Academy, ten sitting principals from New Orleans and Baton Rouge will participate in a transformational instructional leadership program each year for five years. The Academy consists of training sessions led by the nation’s leading experts in data-driven instruction, expectation-setting, and character building and will include job-embedded assignments. Principal supervisors will also participate in the training. Participants will engage in cohort activities to ensure maximum impact of the training. The project addresses **both invitational priorities**.

The project **goals** and associated **outcomes** are indicated in the table below.

<b>Goal</b>	<b>Outcome</b>
Increase student achievement	80% of participating principals will achieve an average of at least <b>one year’s growth in student achievement outcomes</b> in program year and year following the program
	Student achievement in participants’ schools will outpace that of similar students in non-participant schools, defined as effect size growth of 0.02 relative to pre-Academy effect size difference within 2 years of program completion
Increase number of principals rated as effective and highly effective	Increased % of <b>principals rated 3 or 4 on 4 point effectiveness scale on principal evaluation</b> in program year and year following the program, or increase in % rated 4 if all principals are rated 3 or 4 before program implementation
Increase staff satisfaction with instructional leadership of principals	75% or more of respondents agree that principal’s feedback improved instruction and at least 10% increase in percentage of respondents who agree with statement after their principal participates in the program
Increase retention of principals within their schools/organizations	75% of participants remain as leaders within their school or organization for at least two years after participation in the Academy

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