

The **REAL Academy** is designed to identify, recruit, select, develop, train, support, and retain leaders throughout the school system. The overarching goal is strengthening and sustaining the skills, competencies, and abilities of the system's leaders by building the capacity of teachers and leaders. Over 20 graduates from the first three cohorts have received promotions as of September 2021. Being a member or a graduate of the **REAL Academy** is guaranteed preparation for the "next step" in an individual's leadership path, however, it is not guaranteed placement.

The **REAL Academy** features the following cohorts: **ASPIRE, ASPIRE 2.0, LEAD, MODEL, VALUE, VALUE 2.0 and DRIVE**. Each cohort includes best practices for instructional leadership that align with the district's strategic plan, mission, and vision to meet the specific needs of a progressive, diverse school system. There is a cohort group for leaders in all phases of their careers. Each cohort, as seen below, has specific requirements for membership and the members will participate in interactive seminars, personal assessments, and special projects. Participants are selected through a rigorous and competitive application/interview process. New cohorts begin every August. For more information, please send an e-mail to [REALacademy@rockdale.k12.ga.us](mailto:REALacademy@rockdale.k12.ga.us) or [dray2@rockdale.k12.ga.us](mailto:dray2@rockdale.k12.ga.us)



**ASPIRE/ASPIRE 2.0 -**

- Prepares Teacher Leaders/Academic Coaches/Counselors/Media Specialists who **aspire to enter the field of administration** (usually as an **Assistant Principal (AP) or District Coordinator** **OR** they are an **Induction Level AP – in their first 3 years - these are the ASPIRE 2.0 cohort members**)
- Eight seminars annually - led by RCPS administrators
- Book study focusing on best practices in school leadership
- Shadowing and Mentoring component
- Video components
- Mini-Portfolio – Georgia Educational Leadership (GEL) Standards
- Capstone project – Action Research (AR) tied to a School Improvement Goal (AR mentor provided)



### ***LEAD –***

- Prepares veteran assistant principals or veteran district administrators **aspiring to become principals (or directors)**
- 10 monthly seminars led by RCPS administrators
- Vital to succession planning
- Focuses on instructional and operational leadership
- Book study focusing on best practices in school leadership
- Principal Simulation Day experience
- Shadowing component
- Video components
- Residency component - Fall and Spring
- Mini-Portfolio – Georgia Educational Leadership (GEL) Standards
- Capstone Project – Action Research (AR) tied to a School Improvement Goal- (mentor provided for AR)



### ***MODEL -***

- For Induction level Principals – 1 to 3 years
- 10 monthly seminars led by RCPS administrators
- 1-on-1 Rockdale mentor provided for them (same level)
- 1-on-1 Executive Coaching element provided for them via the V.A.L.U.E. cohort (**external** retired and current high performing principals/district administrators). Tiered support over the 3 years – 40 hours – year. 1, 20 hours – year. 2, 10 hours – year. 3
- Use of the Clifton Strength's Finder by Gallup that provides baseline information for the Executive Coaches to assist them



**VALUE/VALUE 2.0 -**

- **V.A.L.U.E.** – these cohort members coach induction level principals (1-3 years in their position)
- These individuals are **Executive Leadership Coaches** who are external individuals that are former or current High Performing School/District Administrators
- Agenda/Goals are discussed each time they meet – differentiated for each individual
- **VALUE 2.0** are current **internal veteran Assistant Principals** who serve as mentors for induction level APs (they have completed the **L.E.A.D.** cohort)
- Agenda/Goals are set and discussed each time they meet – differentiated for each individual



**DRIVE -**

- For principals
- Monthly leadership seminars (dedicated time focused on instruction and time on operations which include scenarios )
- Topics determined by a Needs Assessment
- Networking and idea sharing by the principals
- The Assistant Superintendents coordinate these sessions

**ADDITIONAL LEADERSHIP DEVELOPMENT OPPORTUNITIES THAT FALL UNDER THE “R.E.A.L.” UMBRELLA...**



- **“Crucial Conversations”** training for any school or district administrator
- **TKES and LKES** training for all cohort members
- **Calibration-IRR training** for any school or district administrator
- **“New Principal Gathering”** – Induction Principals from 4 neighboring school districts meet quarterly with ours
- **“Time Management Training”** for all school and district administrators
- Training/Growing the Administrative Interns – **“AI<sup>2</sup>”** - Tied to current germane cohort seminars
- A cohort for training/growing aspiring athletic administrators (**T.E.A.M.** – **Training Educators for Athletic Management**)– Led by Dr. Kechia Rowles, our district AD
- The annual 2-day **“Leadership Summit”** – this event includes keynote speakers each day and choice sessions that highlight student achievement within our system that are led by internal practitioners as well as nationally renown speakers. The event centers around continued improvement and the ongoing movement to becoming a “World Class” school system.