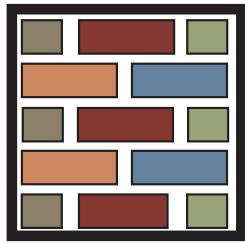


# The REAL Academy ... Building leaders within the district.

The REAL Academy has been 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. The REAL Academy features five core programs: ASPIRE, LEAD, MODEL, VALUE, and DRIVE. Each program includes best practices that align with the district's mission and vision to meet the specific needs of a progressive, diverse school system. There is a program for leaders in all phases of their careers -- teacher leaders, assistant principals, district level leaders, veteran and induction-level principals, and coaches/mentors of leaders -- to expand their skills necessary for continued growth. Each program has specific requirements for participation and each cohort group will participate in interactive sessions, personal assessments, and special projects. Participants are selected through an application/interview process. Programs begin in August. For more information, please send an e-mail to REALacademy@rockdale.k12.ga.us.

## ASPIRE



**Additional Support for Professionals Inspired to Reach Excellence**

**Teacher Leaders, Counselors, Academic Coaches, Media Specialists**

One of the most valuable resources is a cadre of teacher leaders who use their skills to enhance the operation of the school. Because of their experience and commitment, teacher leaders are generally the primary source for filling entry-level administrative positions when they become available.

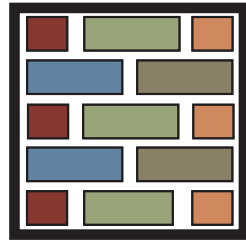
ASPIRE is designed to give selected teacher leaders who aspire to become administrative leaders the knowledge and skills to step into these complex roles.

## ASPIRE 2.0

**Induction-Level Assistant Principals**

ASPIRE 2.0 gives selected Induction-Level Assistant Principals support and skills to develop as building leaders.

## LEAD



**Leadership Enhancement And Development**

**Assistant Principals/ District Administrators**

Succession planning for a principalship as well as preparing participants for administrative roles at the district/central office level is the focus of LEAD.

LEAD is a performance-based program designed to expand the leadership skills of current assistant principals and entry-level district administrators. The program emphasizes instructional leadership at the building level and organizational management that supports teaching and learning.

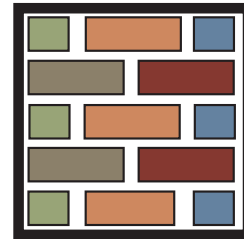
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***"The two biggest drivers of sustained student learning, achievement, and growth are effective teachers and effective leaders."***

***- Dr. Terry Oatts, RCPS Superintendent***

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## MODEL



**Making Opportunities to Develop Educators in Leadership**

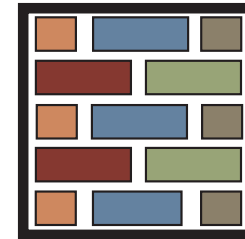
**Induction-Level Leaders**

An administrator's job is demanding. MODEL is designed to provide needed support as well as prepare induction-level principals (and induction-level central office administrators) for the rigors of the position. Session topics include:

- time management,
- school climate,
- instructional and collaborative leadership,
- effective communication,
- data analysis,
- assessment, and
- using evaluation programs to improve teaching and learning.

Induction-level principals will be paired with highly trained, veteran principals/coaches to provide quality guidance and direction via a formalized process in which they have been trained.

## VALUE



**Vision And Leadership Utilizing Experts**

**Executive Coaches**

Regardless of leadership level, all new leaders can benefit greatly from mentoring and coaching. The most successful programs feature a structured training program for those leaders serving as executive coaches.

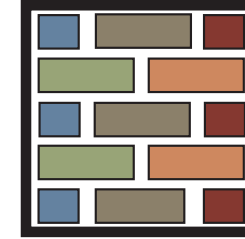
VALUE focuses on developing the skills necessary to be effective coaches/mentors including: communication, problem-solving, time management, maximizing soft attributes, and human capital management.

Executive coaches will emerge from this program with the necessary skills to nurture novice leaders and assist those leaders in avoiding pitfalls and barriers they may encounter in their jobs.

## VALUE 2.0

**Mentors for Induction-Level Assistant Principals**

## DRIVE



**Developing and Retaining Individuals with Vision and Effectiveness**

**Principals**

The myriad of responsibilities that principals face in operating a school can be a distraction to their primary responsibility -- improving student achievement. Principals need more support than ever before, and they need a forum for professional growth and leadership enhancement.

DRIVE provides principals with the tools needed to perform their duties. Leadership seminars, which are a part of the monthly principals' professional growth meetings, are designed to focus on effective educational reform.

These sessions are also an opportunity for networking and exchanging ideas. Principals also have the opportunity to learn from their peers through participation in job-alike break-out sessions.



**AI<sup>2</sup> - Administrative Intern Institute**  
Current building leaders training as administrators receive enhanced support.

**AAA - Aspiring Athletic Administrators**  
Both current and perspective athletic directors receive leadership training and support.

**Crucial Conversations**  
Two-day course that prepares participants to handle challenging conversations and situations.

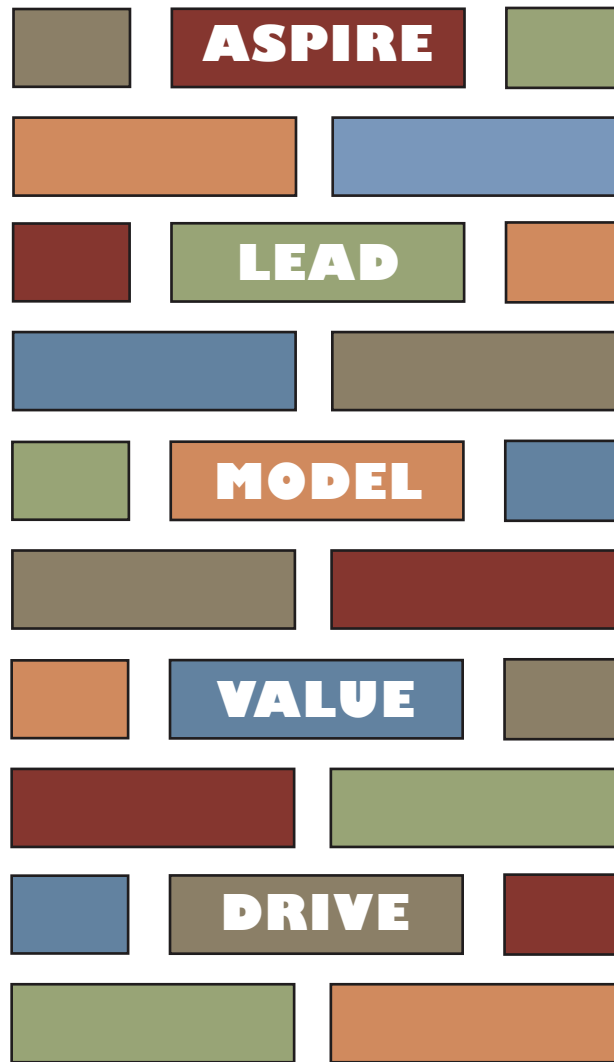
**Time Management**  
Preparing leaders on the “how to’s” for controlling their own time.

**TKES/LKES Training and Credentialing**  
A must have for all new school administrators.

**Calibration/Interrater Reliability**  
Honing your skills related to classroom observations and changing teacher practices to maximize student achievement.

**Summer Math Program Leadership**  
Leaders lead the summer math program to move students to higher levels of achievement.

**Summer Leadership Summit**  
Leaders share their areas of expertise to their peers. Also dynamic cutting edge keynote speakers provide practical and motivational wisdom on a myriad of leadership topics.



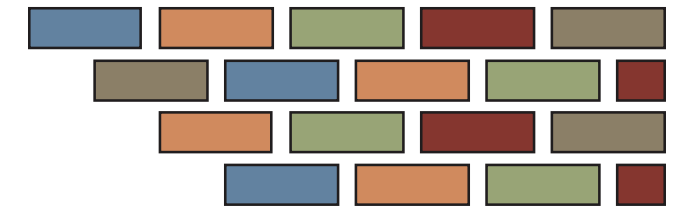
**Rockdale County Public Schools**  
**Developing educational leaders to optimize academic achievement and promote staff and student success.**

**Effective leadership is pivotal to the growth and success of every organization.**

In the field of education, leaders must be prepared and equipped to inspire staff, students, and families to learn, to dream, and to dare to seek new opportunities. Leaders at all levels must be student-centered and committed to student and staff achievement.

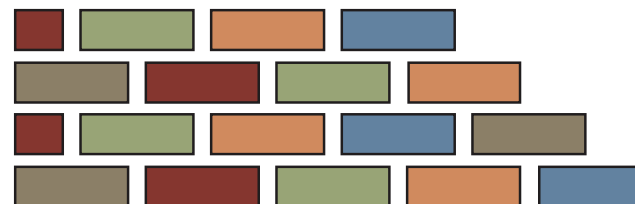
In Rockdale County Public Schools (RCPS), we seek to develop existing school and district staff to expand their leadership skills and goals. The Rockdale Educational Academy for Leaders, the **REAL Academy**, is a comprehensive, multi-tiered leadership development program that enables the system to identify, recruit, select, develop, train, support and retain effective leaders. Participants in the **REAL Academy** have the opportunity to learn about the district’s operations, the community we serve, and the leadership skills necessary to thrive at RCPS.

The **REAL Academy** focuses on student performance, teacher support, community and district expectations, opportunities for growth, continuous improvement, and celebrating student, staff, and school successes.



**In RCPS, we believe LEADERS ...**

- **Must possess high character and moral fiber.**
- **Value and respect opinions of all stakeholders.**
- **Make decisions consistent with the district’s mission and goals.**
- **Work to create and maintain a safety and orderly school climate.**
- **Exhibit effective management skills.**
- **Keep current on educational trends and best practices.**
- **Act always in the best interests of students and staff.**
- **Communicate effectively with all stakeholders.**
- **Be accountable and value accountability in others.**



For more information, please click on the QR Code or send an e-mail to [REALAcademy@rockdale.k12.ga.us](mailto:REALAcademy@rockdale.k12.ga.us)

