



PPS Aspiring Leadership Program 2019-2021

Central Office & Site-based Leadership Development

Portland Public Schools' community, central office, and school based stakeholders engaged in a yearlong visioning process to articulate a vision for a reimagined school system. Stakeholders defined the type of students they want to see at the end of their time with us. We call this a graduate portrait. The graduate portrait focuses on developing our students as critical thinkers and collaborators, who are caring and compassionate individuals equipped to solve our real-world problems. This important north star serves to provide a direction for the future of our school district. As such, PPS is working to develop the required educator essentials (adult knowledge, skills, and dispositions) in all stakeholders to ensure the right supports are in place to produce the students who exemplify our graduate portrait.

***"Systems are perfectly designed to get the results they get."
By W. Edwards Deming***

The Opportunity

The ***PPS Aspiring Leadership Program*** is focused on creating a community of practitioners who are inspired by the urgent need to transform our students' experience to a radically more equitable one and who aspire to develop their own skills to bring about that change. The program will introduce candidates to leadership standards aligned to the new strategic direction of the district and provide opportunities for you to develop and apply a set of dispositions, knowledge and skills to determine the right leadership path for you.

Program Overview

The theory of action that support the design of our PPS's Aspiring Leadership Program asserts that schools serve as the unit of change. Research shows that the highest influencer over student outcomes is the teacher, but the second strongest influencer is the principal. PPS Central Office functions to provide the right supports to schools. The Aspiring Leaders Program will look at the following leadership elements necessary to culturally transform schools in ways that work for every student:

- I. Visionary Leadership
- II. Establishing a culture of Racial Equity and Social Justice
- III. Evidence-based Leadership

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Preferred Qualifications

- Classroom teaching experience that supported school improvement plans that resulted in improved academic performance for students, gains in closing the achievement gap, and strides in meeting grade level standards and state benchmarks.
- Actively participated in Professional Development, both as part of the school activities and on your own. Examples include hosting classroom observations for peers in your teaching, collaboration with colleagues in action research or in teaching practices that address the achievement gap, taking Graduate Courses, or serving as a teacher-leader in a School Improvement PLC.
- Active participation in leadership responsibilities such as service as Instructional Facilitator, or serving as a member on Site Council, Equity Team, Data Team, or Leadership Teams at a Building or Site.
- Bi-lingual/ Multilingual or ELD training.
- Experience working in a diverse school district and environment.

Application Essay Requirements

1. Briefly explain why you want to participate in the PPS's Aspiring Leadership Program and what you hope to get out of the program.
2. Briefly describe your ability to lead PPS's commitment to culturally responsive school and classroom practices.
3. Briefly explain any work you have done toward an administrative license and when and where you pursued this. Please include who is, or was, the PPS leader with whom you did your Practicum for your Administrator License.
4. Briefly explain how your participation as a member of the PPS's Aspiring Leadership Program cohort would strengthen your colleagues in the program.

How to Apply

You should submit your application online by clicking this [link](#) or apply to Job No. 20175 on the PPS Job Page. To be considered for this opportunity you must submit a completed application by the

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deadline. A complete application will contain all of the materials requested in the application details section located above or the application checklist located at the end of this document.

1. Complete the on-line application by **October 23, 2019**.
2. Upload the following document to your online application:
 - a. Resume
 - b. Self Assessment
 - c. Application Essay
3. A separate set of questions regarding your leadership aspirations will be submitted to your immediate supervisor upon receipt of your application. Please list any other PPS leaders who are familiar with your leadership work here if you would like.

For more information on the program, please contact Shante Hayes at shayes@pps.net with the Professional Learning and Leadership department.

The District is focused on eliminating systemic racism and its impact on student learning. PPS is committed to equal opportunity and nondiscrimination in all its educational and employment activities.

The District prohibits discrimination based on race; national or ethnic origin; color; sex; religion; age; sexual orientation; gender expression or identity; pregnancy; marital status; familial status; economic status or source of income; mental or physical disability or perceived disability; or military service.

Portland Public Schools is an equal opportunity and affirmative action employer.

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