

FLA Applicants,

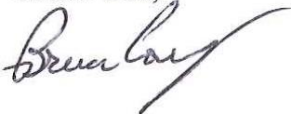
Thank you for your interest in participating in the first Future Leaders Academy (FLA) in Oak Ridge Schools. We look forward to working with you over the course of this year and sharing more about the great opportunities available in administrative roles. If you see yourself as a future administrator in Oak Ridge, or somewhere else, we encourage you to look over the course of study and complete an application.

Selection into the Academy will be based on completion of the FLA application and a conversation with your school administrator(s). Course work will occur outside of contracted hours. Participation is voluntary and does not guarantee employment as an administrator in Oak Ridge or any other school system.

We are excited to welcome the opportunity to mentor leaders within our own organization. We encourage you to apply and continue to grow as a future administrator. Please complete the application and submit to Mr. Bruce Lay, Executive Director of School Leadership at blay@ortn.edu by September 22, 2017.

If you have any questions, please feel free to reach out to either of us. We look forward to working with you this school year and engaging you in the next chapter in your administrative pathway.

Thank You,



Bruce Lay



Myles Hebrard

**Oak Ridge Schools
Future Leaders Academy Application
2017-2018**

Name: _____ School/ Location: _____

Address: _____

Phone: _____ Email: _____

Please answer the following questions in your own words. Add additional pages as needed.

1. Why do you want to serve in a leadership role in Oak Ridge Schools?

2. Describe your current leadership style.

3. Share leadership opportunities you have had both in and out of education.

4. What do you hope to gain from a leadership academy class?

5. Where do you see yourself in 5 years?

6. What has been the most challenging thing you have faced in education?

7. What is one topic area you hope to grow in if chosen for this cohort?

8. Do you currently hold a valid TN administrators license?

Application Due: September 22, 2017

FUTURE LEADERS ACADEMY

The Future Leaders Academy involves a comprehensive Course of Study designed to give aspiring school leaders all the tools needed to become an effective and high-performing school administrator. These topics range from key leadership courses to specific technical and organizational courses. Each session has been designed with the future school administrator as the learner in mind. The sessions are relevant, timely and hands-on. They also allow time for practice and collaboration with other professionals and facilitators who are current practitioners. Following the introduction course, participants then complete a series of professional learning sessions. The Course of Study and Tentative Schedule is as follows:

Course of Study and Tentative Schedule

Month	Topic	Overview
October 19	Roles, Tasks, and Responsibilities	Overview of administrative roles and responsibilities, addresses challenges assistant principals and principals face, how to form powerful partnerships with the principal, and focuses on effective teaching and learning
November 16	Best Practices for Communicating with Internal and External Stakeholders and Resolving Conflicts to Achieve a Win-Win	Assess various communication strategies, use of surveys and other input mechanisms to access current communication efforts and learn and practice best ways for achieving win-win solutions
December 14 or 19 (TBD)	Time Management Strategies that Lead to Improved Leadership	Includes organization and prioritization, distribution leadership and delegation, and planning ahead for each day
January 18	Marketing Your School...Selling the Vision	"Branding" your school, connecting this brand to school vision and marketing oneself as a leader
February 15	Managing Student Culture and Safety	Developing school-wide safety and discipline plans, the use of resource personnel, setting and meeting positive behavior supports, and monitoring student discipline
March 8	Providing Effective Feedback and Coaching to Improve Teacher Effectiveness	Demonstrates various feedback models and the use of coaching to advance teacher practice
April 19	Promising Practices on Becoming a Transformational Leader and Effectively Leading Change	Assess the difference between transformational and transactional leadership, shares best practices that lead to transformational leadership and effective change management
May 17	Graduation	

In addition, participants will be expected to complete a group project on a district initiative to be presented at a future school board meeting. The topic will be selected by the group and of relevance to Oak Ridge Schools for potential future research and/ or action.

Attendance at FLA sessions is important if consideration for future placement in administrative positions is desired.