



Washington Office of Superintendent of **PUBLIC INSTRUCTION**

Washington State Leadership Academy

1. **Purpose:**

The 2007 Washington State Legislature created the Washington State Leadership Academy and approved two years of funding for the development and pilot phases. The intent of the legislation was to form a public-private partnership, with funding contingent upon obtaining additional private support to provide an ongoing program of effective leadership training for principals, superintendents and administrators. The program is focused on higher student achievement for every child by:

- a. Engaging school and district administrators in transformative leadership practice.
- b. Building and supporting strong, effective teams to create sustainable systems that focused on equitable learning systems.
- c. Heightening education leaders' awareness and ability to self-assess the personal characteristics and practices that lead to high performing equitable organizations.
- d. Helping individuals and teams implement leadership and collaborative behaviors that will lead to more equitable and effective systems.
- e. Building and supporting strong, effective teams to create sustainable systems that ensure equity and high levels of learning for all.
- f. Heightening education leaders' awareness and ability to self-assess the personal characteristics and practices that lead to high performing equitable organizations.
- g. Identifying breakthrough strategies to elevate opportunities for all students and accelerate learning.

2. **Description of services provided:**

District teams made up of superintendents, principals, central office administrators, and teacher leaders, participate in this multiyear program that:

- h. Focuses on continual system-wide improvement;
- i. Involves regional collaboration among school districts;
- j. Includes in-district coaching, and
- k. Builds each leader's capacity to lead system-wide change.

3. **Criteria for receiving services and/or grants:**

Districts involved must create a Problem of Practice, based upon current student data. Teams also choose effective research-based strategies to develop and implement a Theory of Action designed to increase learning for all staff and students in their district.



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Beneficiaries in the 2022-23 School Year:

Number of School Districts: 13
Number of Schools: 45
Number of Students: 25,475
Number of Educators: 97
Other: Number of OSPI staff associated with this funding (FTEs): 0
 Number of contractors/other staff associated with this funding: 1

4. Are federal or other funds contingent on state funding?

No

5. State funding history:

Fiscal Year	Amount Funded	Actual Expenditures
2023	\$810,000	\$803,301
2022	\$810,000	\$810,000
2021	\$810,000	\$810,000
2020	\$810,000	\$810,000
2019	\$810,000	\$763,098

6. Number of beneficiaries (e.g., school districts, schools, students, educators, other) history:

Fiscal Year	Number of School districts
2023	13
2022	15
2021	23
2020	17



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7. **Programmatic changes since inception (if any):**

In addition to administrators, teacher leaders are now often part of school district teams attending the Academy. A direct focus on equity has been added to the curriculum strands.

8. **Program evaluation or evaluation of major findings:**

For the fourth consecutive year, the Washington State Leadership Academy partnered with the Center for Educational Effectiveness (CEE) to provide Washington State Leadership Academy (WSLA) with a comprehensive program review. In a separate document you will see the entire review completed by CEE.

9. **Major challenges faced by the program:**

WSLA focused on teams and specified Educational Service District regions. In the redesign to Next Level Leaders, both teams and individual participants will be able to register.

10. **Future opportunities**

Next Level Leaders will be launched in August 2023. In March 2020, educational leaders across Washington entered a new dawn of leadership. In this era, leaders must quickly adapt how schools operate, communicate in a timely and transparent manner, unify stakeholders, build a culture of inclusion and belonging, and nurture the talents of the students and the staff we serve. The landscape of school leadership has shifted. Next Level Leaders is a response to that shift. Next Level Leadership is a partnership between AWSP and WASA and will focus on the following four main areas in leadership development:

Professional Learning Network - Establishing a strong network of leaders across the state, regardless of what their position might be, which means creating our culture as a network over those days.

- *What do YOU need?*
- *Who are YOU as a leader?*
- *How can WE be interconnected?* This is such a great opportunity to build synergy!

Leaders as instructional leaders. What are your 3 main priorities as leaders (i.e. Academic plan, strategic place, etc.).



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Collective Teacher Efficacy - How to foster collective efficacy for teachers.

Collective Leader Efficacy - How to foster collective efficacy as a leadership team based on research and practice.

11. **Statutory and/or budget language:**

\$810,000 of the general fund—state appropriation for fiscal year 2022 and \$810,000 of the general fund—state appropriation for fiscal year 2023 are provided solely for the development of a leadership academy for school principals and administrators. The superintendent of public instruction shall contract with an independent organization to operate a state-of-the-art education leadership academy that will be accessible throughout the state. Semiannually the independent organization shall report on amounts committed by foundations and others to support the development and implementation of this program. Leadership academy partners shall include the state level organizations for school administrators and principals, the superintendent of public instruction, the professional educator standards board, and others as the independent organization shall identify.

12. **Other relevant information:**

N/A

13. **Schools/districts receiving assistance:**

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14. **Program Contact Information:**

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