

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 ensure equity and high levels of learning for all.
 - 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 behaviors that will lead to more equitable and effective systems.

2. **Description of services provided:** District teams made up of superintendents, principals, central office administrators, and teacher leaders, participate in this multiyear program that:
 - a. Focuses on continual system-wide improvement;
 - b. Involves regional collaboration among school districts;
 - c. Includes in-district coaching, and
 - d. 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.

Beneficiaries in 2017-18 School Year:

# of School Districts:	25
# of Schools:	118
# of Students:	48,280
Other:	0

# of OSPI staff associated with this funding (FTEs):	0
# of contractors/other staff associated with this funding:	30

FY 15 Funding:	State Appropriation:	\$810,000
	Federal Appropriation:	\$0.0
	Other fund sources:	\$0.0
	TOTAL (FY17)	\$810,000

4. Are federal or other funds contingent on state funding? If yes, explain. No.
5. State funding history:

Fiscal Year	Amount Funded	Actual Expenditures
FY18	\$810,000	\$810,000
FY17	\$810,000	\$810,000
FY16	\$810,000	\$609,098
FY15	\$810,000	\$810,000
FY14	\$810,000	\$810,000
FY13	\$810,000	\$697,554
FY12	\$810,000	\$649,293
FY11	\$810,000	\$450,000
FY10	\$810,000	\$700,000
FY09	\$450,000	\$965,000
FY08	\$300,000	\$255,444

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

Fiscal Year	# of Districts	# of Administrators
FY18	25	201
FY17	25	198
FY16	25	194
FY15	20	128
FY14	22	164
FY13	22	170
FY12	19	125
FY11	26	247
FY10	34	321
FY09	35	222
FY08	20	122

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. **Evaluations of program/major findings:** WSLA Sponsors (Association of Washington School Principals, and Washington Association of School Administrators) met with Duane Baker of the BERC group in 2016. It was decided the evaluation of the Academy would not be conducted until the redesign of the curriculum was fully implemented, 2018-2019.

9. **Major challenges faced by the program:** Funding limits WSLA to operate in only four Educational Service Districts each year. As a result, districts are unable to participate if WSLA is not in that particular ESD that year. Additional funding would be needed to expand beyond four ESD's per year.
10. **Future opportunities:** The future holds great promise with the updated and redesigned curriculum focused on building strong, effective teams to create sustainable systems that ensure equity and high levels of learning for all students and staff.
11. **Statutory and/or Budget language:**

Budget Proviso: SSB 5883 Section 513(7) - \$810,000 of the general fund--state appropriation for fiscal year 2018 and \$810,000 of the general fund—state appropriation for fiscal year 2019 are provided solely for the development of a leadership academy for school principals and administrators. The Office of Superintendent of Public Instruction shall contract with an independent organization to design, field test, and implement 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 Office of Superintendent of Public Instruction, and the Professional Educator Standards Board, and other as the independent organization shall identify.

12. **Other relevant information:** WSLA operates under a management contract with Association of Washington School Principals, and Washington Association of School Administrators. WSLA staff include Sharon Bower, Director; Patsy Guglielmino, Curriculum Design and Leadership Learning Specialist; Puget Sound ESD Staff Communication and Web Design.
13. **List of schools/districts receiving assistance:** See OSPI [website](#).
14. **Program Contact Information:** Sue Anderson (sue.Anderson@k12.wa.us) 360-725-6116