



Newark Board of Education

Roger León, Superintendent

Where Passion Meets Progress

The Newark Board of Education Leadership Pipeline SY 23-24

Operating under the premise that the principal is the key lever of change, Superintendent León has created The Newark Board of Education Principal Pipeline, a strategy to support all instructional leaders AND produce a continuous flow of viable candidates with the capacity to cultivate school improvement and increase student achievement. To that end, during the 2019-2020 school year, the district joined a Principal Pipeline Learning Community (PPLC) sponsored by The Wallace Foundation. This PPLC supported us as we engaged in a process of self-study designed to help examine all policies, practices, and infrastructures related to school leadership, and begin planning for improvement. A Wallace Foundation representative facilitated our use of a self-study guide that contained a set of evidence-based indicators within seven principal pipeline domains and a framework for applying them. The seven domains are:

1. Leader standards
2. High-quality pre-service principal preparation
3. Selective hiring and placement of principals
4. On-the-job evaluation and support
5. Principal supervisors
6. Leader tracking systems
7. Systems and capacity to support and sustain a principal pipeline

During the 2020-2021 school year, the district began the implementation of a 5-year principal pipeline work plan. This plan has two goals:

1. To reevaluate, reassess and revise district practices associated with school leadership;
2. To ensure the support and development of instructional leaders, principals in particular, with the knowledge, dispositions, and skills necessary to dramatically improve student outcomes across the district.

Persons interested in The Newark Board of Education Leadership Pipeline are encouraged to complete the survey linked below:

<https://forms.gle/fVbMLBRV4mimLKQ7>