



*School Administrators
of South Dakota*

McREL's BALANCED LEADERSHIP Developing Professional Developers (DPD) Program Description

Introduction

DOE and SASD has contracted with McREL to develop the capacity to sustain the Balanced Leadership in future years. To accomplish this we are searching for a "few good leaders" to be trained as DPD or Developing Professional Developers in a train-the-trainer mode. If you have further questions contact John Pedersen, SASD Executive Director at 605-773-2525.

Background

McREL's Balanced Leadership program for school level leaders includes ten 2-day sessions designed for delivery through a consortium model over one to three years. The purpose of the Balanced Leadership program for school level leaders is to provide research-based leadership knowledge and skills to school leaders in order to increase their effectiveness in improving the achievement of all students.

The primary objective of the Developing Professional Developers Program is to develop the capacity of educational organizations to sustain the Balanced Leadership program within their geographical service areas.

Program Objectives for the Developing Professional Developers Program:

1. The first objective is to support school districts, regional education agencies, state departments of education, professional associations and other entities involved in the preparation and professional development of school principals sustain McREL's Balanced Leadership professional development program within the organization. Through the use of locally prepared Professional Developers, the Balanced Leadership program will be made available to more principals, assistant principals and other educational leaders.
2. The second objective is to ensure that the quality of professional development provided through sponsoring organizations meets McREL's high standards for professional development and is delivered with quality, fidelity, intensity and consistency.
3. The third objective is to maintain a high level of mastery of both content and processes by providing ongoing support and development for McREL's Professional Developers through on-line support and an annual Professional Developers' conference at which attendance is required.

Expectations, Requirements, Responsibilities and Limitations for Sponsoring Organizations and Professional Developers

1. Attend, as a participant, each Balanced Leadership session for which he/she seeks to be a professional developer.
2. Attend the professional developer session for each of the Balanced Leadership sessions for which he/she seeks to be a professional developer.
3. Assure that McREL's quality expectations are met in presenting Balanced Leadership Sessions
4. Complete all required reading.
5. Participate in additional elements of the Quality Assurance program.
6. Attend the annual Professional Developers' Conference.
7. Attend additional training courses as required by McREL.
8. Sign an annual renewal agreement.

9. Professional Developers agree to use only McREL developed and approved PowerPoint presentations, to purchase and use only McREL developed participant manuals, and to deliver the Balanced Leadership sessions with complete fidelity to McREL's design.
10. Professional Developers and their sponsoring organizations must agree that only McREL may provide professional development to those who wish to become Balanced Leadership Professional Developers.
11. If Professional Developers or their sponsoring organizations charge a fee to deliver Balanced Leadership session to participants or organizations within their geographic service area, they agree to pay McREL \$50.00 per attendee per session in addition to purchasing materials from McREL.
12. Professional Developers and their sponsoring organizations agree to abide by any additional terms outlined in the sponsoring organization's agreement with McREL. Sponsoring organizations are held accountable for ensuring that their Professional Developers adhere to the expectations outlined in both the individual and sponsoring organizations agreements.

Suggested Qualifications

Effective presentation skills (including pacing and presence)

- Is articulate
- Effectively uses non-verbal skills (smiling, eye contact, tone of voice)
- Effectively communicates (uses paraphrasing, clarification)
- Uses humor effectively (no sarcasm)
- Is able to establish rapport with participants
- Monitors participant responses and adjusts delivery accordingly
- Encourages participation and invites involvement
- Exhibits a positive attitude
- Delivers content in an engaging and effective manner to optimize learning
- Is skillful in using instructional technology (PowerPoint presentations)

Effective facilitation skills (task and process)

- Is flexible
- Understands adult learning and development
- Is collaborative
- Is able to simultaneously be both an expert and a learner
- Is responsive to learner/participant needs
- Is skillful in asking questions, listening, providing feedback and problem solving
- Demonstrates trust by sharing personal examples, as appropriate
- Is able to handle difficult participants effectively

Leadership Knowledge and Experience

- Is passionate about leadership
- Understands the leadership content at a deep level
- Has experience as a principal
- Will read extensively materials recommended by McREL

Personal Qualities and Traits

- Is resourceful
- Knows how to network with colleagues
- Is reflective and able to promote reflection in others
- Has credibility with principals
- Is a role model
- Demonstrates high regard for others in words and actions
- Respects individual differences
- Understands and will honor DPD agreements

