

Cooperative Agreement for Transforming Principal Preparation Program Needs Output and Outcome Data

A presentation to the Joint Legislative
Program Evaluation Oversight Committee

April 9, 2018

Kiernan McGorty, Principal Program Evaluator



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PROGRAM EVALUATION DIVISION
NORTH CAROLINA GENERAL ASSEMBLY

April 2018 Report No. 2018-23

Cooperative Agreement for Transforming Principal Preparation Program Needs Output and Outcome Data

Session Law 2017-27, Section 10A.21(a) directed the Program Evaluation Division to make recommendations regarding periodic reporting by the Transforming Principal Preparation Program. In 2015, the General Assembly appropriated \$200,000 to the North Carolina State Education Assistance Authority (the Authority) to establish a cooperative grant program with the goal of transforming the preparation of principals across the State.¹ For fiscal year 2017-18, the General Assembly appropriated \$1.58 million in recurring funds for the program.

As shown in Exhibit 1, the Authority administers the Transforming Principal Preparation Program through a cooperative agreement with the North Carolina Alliance for School Leadership Development (NCASLD), a nonprofit association. NCASLD manages the program by:

- setting requirements for proposals for principal or principal supervisors or institutions of higher education to administer school leadership training programs;
- evaluating and selecting eligible applicants;
- recommending grant recipients and the duration of grants to the Authority;
- collecting and reporting program data from grant recipients;
- evaluating grantees for grant renewal;
- providing technical assistance to grantees; and
- coordinating and conducting a statewide professional learning network.

¹ Session Law 2017-27 authorized the Program Evaluation Division to administer a periodic assessment of the Transforming Principal Preparation Program pursuant to Chapter 143A of the State Government Code, the most recent version of which is Chapter 143A-201.

NCASLD contracts with the North Carolina Principals and Assistant Principals' Association to provide program administration, support, and oversight, paying the association \$100,000 in 2017. NCASLD also contracts with the North Carolina Association of School Administrators for program support, paying the association \$16,000 in 2017. Lastly, NCASLD hired OverFlow, Inc. to perform a fidelity evaluation of its implementation of the Transforming Principal Preparation Program and a summative evaluation of the grant recipients' effectiveness, paying GrantRecap \$79,992 in 2017.

Exhibit 2 lists current grant conditions and award amounts. NCASLD has established the following objectives for Transforming Principal Preparation Program grant recipients:

- to prepare candidates to provide instructional leadership, such as developing "real-world" instructional practices and analyzing classroom and school-wide data to support teachers;
- to prepare candidates to manage leaders, such as working in a high-performing team;
- to prepare candidates to build a positive school culture, such as focusing on high academic achievement for all students, maintaining active engagement with family and community members, and ensuring student safety; and
- to prepare candidates to develop organizational positions, such as aligning staff, budget, and time to the instructional activities of their schools.

Research was conducted by independent contractors and is not part of the program or other GAO's website.
² Session Law 2015-241, Section 17.25.

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Principal Preparation Expertise Recommendations



Our Charge

- Directive: Session Law 2017-57 directed PED to make recommendations for periodic reporting of program outputs and outcomes based on the Transforming Principal Preparation Program's objectives
- Agency: NC Alliance for School Leadership Development (NCASLD)
- Team: Kiernan McGorty and Joanne Brosh

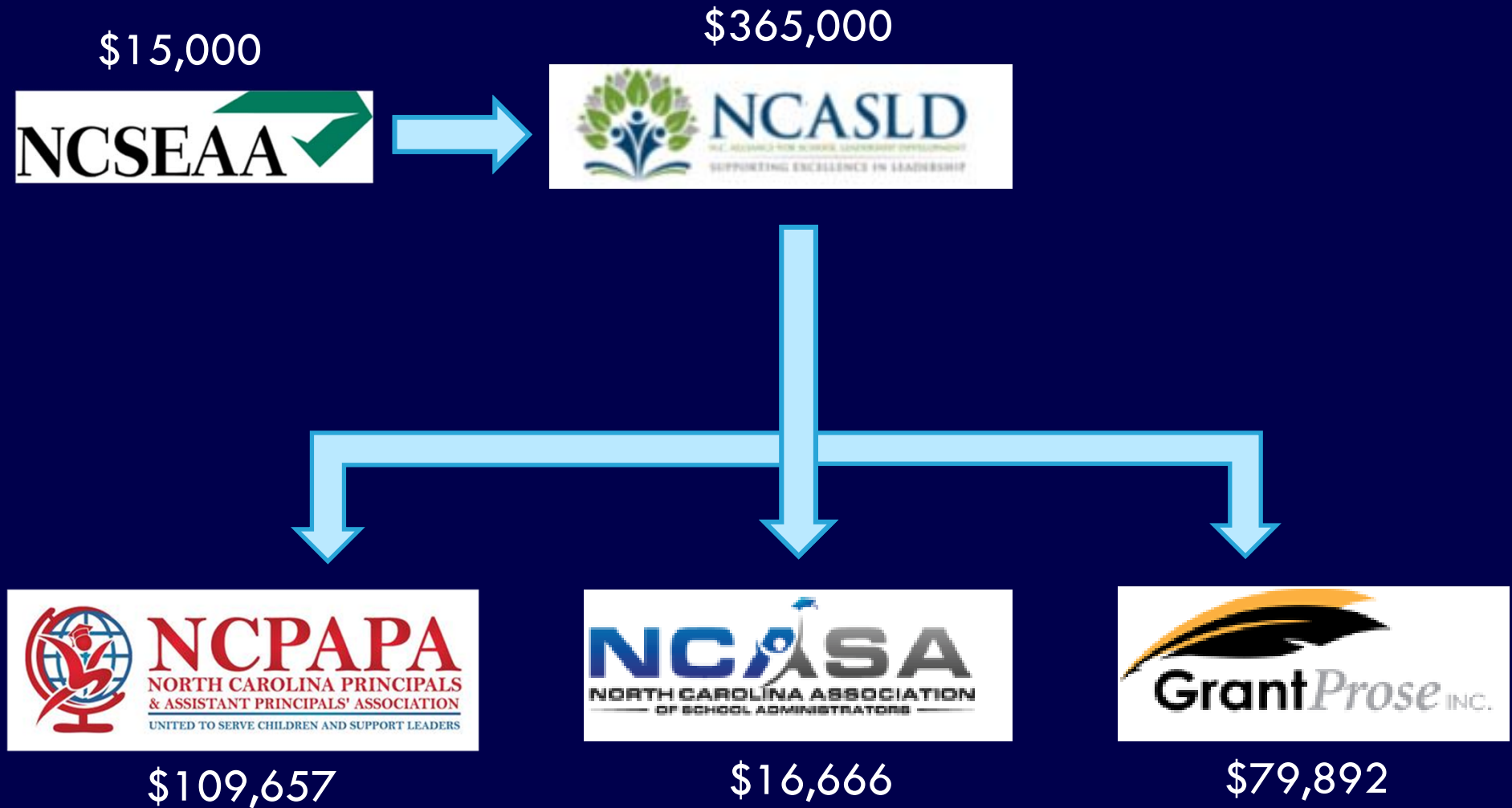


Program Establishment and Funding

- 2015 – General Assembly appropriates \$500,000 to NC State Education Assistance Authority (the Authority) to establish a competitive grant program to transform the preparation of principals
- FY16–17 – General Assembly appropriates \$4.5 million in recurring funds



Organizational Structure



NCASLD's Administration of Program

- Issues RFPs to for-profit and nonprofit institutions of higher education to administer school leadership training programs
- Recommends grant recipients and the duration of grants to Authority
- Provides technical assistance to grantees
- Collects and reports program data from grantees
- Evaluates grantees for grant renewal



Grant Recipients and Amounts in FY16–17

Grant Recipient	Amount Awarded	Number of Program Participants
University of North Carolina-Greensboro	\$888,682	20
High Point University	\$888,116	30
NCSU - NC Leadership Academy	\$885,070	20
Sandhills Regional Education Consortium	\$820,072	26
NCSU-Durham Principal Leadership Academy	\$499,409	14
Western Carolina University	\$214,027	10
Total	\$4,195,376	120



Program Objectives

- Prepare candidates to
 - Provide instructional leadership
 - Manage talent
 - Build a positive school culture
 - Develop organizational practices



Recommendations



Recommendation 1

General Assembly should direct NC State Education Assistance Authority to collect long-term outcome data for the Transforming Principal Preparation Program on the number of graduates who secure positions in high-need schools



Definition of High-Need School

- Public school, including a charter school, that is any of the following:
 - Title I school
 - persistently low-achieving school, as identified by DPI
 - middle school that feeds into a high school with less than a 60% graduation rate
 - high school with less than a 60% graduation rate



Focus on High-Need Schools

- Establishing legislation directs NCASLD to give priority to grant applicants that propose to focus on or have a record of preparing principals to serve high-need schools, high-need LEAs, or both
- GrantProse's evaluation plan states program effectiveness will be based primarily on program participants' placement in high-need schools



Need Outcome for High-Need Schools

Outputs

- Number of principal candidates enrolled
- Etc.



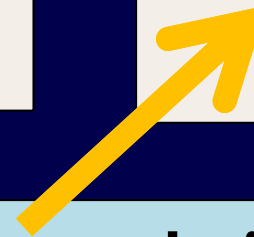
Short-Term Outcomes

- Increased leadership knowledge and competencies
- Etc.



Long-Term Outcomes

- Incorporation of best practices into state guidelines for school leadership training programs
- Etc.



PED Recommendation:

Number of TPP Program graduates who secure principal or assistant principal positions in high-need schools



Recommendation 2

General Assembly should direct NC State Education Assistance Authority to amend its cooperative agreement with NCASLD to require specific output and outcome data in annual reports on the Transforming Principal Preparation Program

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Cooperative Agreement Needs to Require Output and Outcome Data

- Cooperative agreement has some reporting requirements
- However, agreement does not explicitly state which output and outcome data NCASLD must report
- PED identified pertinent output and outcome data that should be added to agreement



Output Data To Report by 7-31-2018

Outputs

Number of principal candidates enrolled

Number of cumulative credit hours that candidates have completed toward a degree or license

Number of candidates who have completed five-month or longer internships

Number of Master of School Administration degrees earned by candidates

Number of candidates obtaining principal licensure and certification

Number of candidates satisfied with the program

Number of Local Education Agency administrators satisfied with the program



Short-Term Outcome Data to Report by 7-31-19

Short-Term Outcomes

Changes in participants' leadership knowledge and competencies over time

Changes in participants' leadership self-efficacy over time

Changes in participants' commitment to seeking principal positions over time



Long-Term Outcome Data to Report by 7-31-2021

Long-Term Outcomes

Degree to which best practices are incorporated into state guidelines for school leadership training programs

Degree to which best practices are incorporated into TPP Program school leadership training programs

Number of TPP Program graduates who secure principal or assistant principal positions

Number of TPP Program graduates who secure principal or assistant principal positions in high-need schools

Level of satisfaction among key stakeholders with TPP Program graduates they have hired

Increased student achievement in schools where TPP Program graduates are placed



Cooperative Agreement Needs to Require Output and Outcome Data

- As a condition of receiving state funds in FY2018–19, the Authority should be required to amend its cooperative agreement with NCASLD to include output and outcome data in annual reports
- Annual reports should be submitted to the Authority, State Board of Education, and Joint Legislative Education Oversight Committee



Agency Response

- NCASLD reported agreement with recommendations and plans to implement them



Report available online at
www.ncleg.net/PED/Reports/reports.html

