



VIRGINIA BEACH CITY PUBLIC SCHOOLS

CHARTING THE COURSE

Dispositions of Leadership

[VBCPS Coaching Framework for Excellence in Teaching and Learning](#)

Shared Leadership- engages the school community in a strategic manner to share in learning, thinking and decision making; enables and empowers others to act; creates a culture of shared ownership between students, teachers and the school community.

2018-2019 PLP Courses

Course Code	Start Date	End Date	Course Title	Hours
HLTH - AED, CPR, First Aid	9/19/18	9/19/18	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	10/16/18	10/16/18	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	11/26/18	11/26/18	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	12/12/18	12/12/18	First Aid: American Heart Association Certification	4



HLTH - AED, CPR, First Aid	1/15/19	1/15/19	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	2/11/19	2/11/19	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	3/13/19	3/13/19	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	4/23/19	4/23/19	First Aid: American Heart Association Certification	4
HLTH - AED, CPR, First Aid	5/13/19	5/13/19	First Aid: American Heart Association Certification	4
LEAD - Leadership Development	7/10/18	7/11/18	Teacher Leader Series: Professional Learning Communities Facilitation Institute	10
LEAD - Leadership Development	7/17/18	7/18/18	Teacher Leader Series: Professional Learning Communities Facilitation Institute	10
LEAD - Leadership Development	8/7/18	8/8/18	Teacher Leader Series: Professional Learning Communities Facilitation Institute	10
NURS - Nursing Staff	9/17/18	9/17/18	BLS for Clinic Staff	4
NURS - Nursing Staff	10/17/18	10/17/18	BLS for Clinic Staff	4



NURS - Nursing Staff	11/27/18	11/27/18	BLS for Clinic Staff	4
NURS - Nursing Staff	12/10/18	12/10/18	BLS for Clinic Staff	4
NURS - Nursing Staff	1/16/19	1/16/19	BLS for Clinic Staff	4
NURS - Nursing Staff	2/13/19	2/13/19	BLS for Clinic Staff	4
NURS - Nursing Staff	3/12/19	3/12/19	BLS for Clinic Staff	4
NURS - Nursing Staff	4/22/19	4/22/19	BLS for Clinic Staff	4
NURS - Nursing Staff	5/15/19	5/15/19	BLS for Nursing Staff	4
PROF - Other Professional Learning	6/26/18	6/26/18	VBCPS Leadership Academy (Part 1, Session 1)	6
PROF - Other Professional Learning	6/27/18	6/27/18	VBCPS Leadership Academy (Part 1, Session 2)	6
PROF - Other Professional Learning	7/30/18	7/30/18	VBCPS Leadership Academy (Part 2, Session 1)	6



PROF - Other Professional Learning	7/31/18	7/31/18	VBCPS Leadership Academy (Part 2, Session 2)	6
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Professional Literature

- Berry, B. (Feb. 20, 2017). *Bold Teacher Leadership for Equity and Excellence in Public Education: Lessons for Administrators*. Center for Teaching Quality. Retrieved from <https://www.teachingquality.org/content/blogs/barnett-berry/bold-teacher-leadership-equity-and-excellence-public-education-lessons>
- Glickman, C.D., Gordon, S.P., & Ross-Gordon, J.M. (2014). *SuperVision and instructional leadership: A developmental approach, 9th ed.* Boston: Pearson Education, Inc.
- Hauserman, C.P. & Stick, S.L. (2013). The leadership teachers want from principals: Transformational. *Canadian Journal of Education*, 36(3), 184-203.
- Teague, G.M. & Anfara, V.A. (2012). What research says: Professional learning communities create sustainable change through collaboration. *Middle School Journal*, 44(2), 58-64.
- Sergiovanni, T.J. & Green, R.L. (2015). *The Principalship: A reflective practice perspective, 7th ed.* Boston: Pearson.
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- Kouzes, J. & Posner, B. (2012). *The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations, 5th Edition*. San Francisco: Jossey-Bass.
- Deal, T. & Peterson, K.D. (2016). *Shaping School Culture: Pitfalls, Paradoxes, and Promises, 3rd ed.* San Francisco: Jossey-Bass.
- Bierly, C., Doyle, B. & Smith, A. (Jan. 14, 2016). How Distributed Leadership Can Create More High-Performing Schools. *Bain and Company*. Retrieved from <http://www.bain.com/publications/articles/transforming-schools.aspx>
- Kafele, B.K. (2015). Parental and Community Engagement. *The Principal 50: Critical Leadership Questions for Inspiring Schoolwide Excellence*. Alexandria, VA: ASCD, 71-76. Retrieved from http://go.galegroup.com/ps/retrieve.do?resultListType=RELATED_DOCUMENT&searchType=BasicSearchForm&userGroupName=virg3514&inPS=true&contentSegment=&prodId=GVRL&isETOC=true&docId=GALE|CX6364700017 (Virtual Reference Library)



Change Leadership- successfully leads change within the school, has begun work toward focusing teacher practices on creating a personalized learning environment for students; encourages and motivates individuals, not just the process; encourages an environment in which failing-forward is embraced.

2018-2019 PLP Courses

Course Code	Start Date	End Date	Course Title	Hours
ENGL - English or Language Arts	8/13/18	8/13/18	ESSENTIAL: Back to School Literacy Leader MEeting	3
ESL - English as a Second Language	7/30/18	7/30/18	ESSENTIAL: Title III Compliance and ESL Proram Workshop for High School ESL Administrative Contacts	3
ESL - English as a Second Language	8/9/18	8/9/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for High School ESL Administrative Contacts	3
GUID - Guidance Services	9/17/18	12/10/18	The Adventure of Understanding Racial and Cultural Differences	9
INST - Instructional Strategies	9/12/18	4/24/19	Literacy Academy: Student-Centered Instructional Coacing Moves that Support Literacy, Math, and Instructional Technology	8
ITEC - Instructional Technology	8/2/18	8/2/18	Matt Miller Keynote: Dith That Textbook	1
ITS - Instructional Technology Specialists	6/20/18	6/21/18	Digital Learning Summer Summit: Instructional Technology Specialists' June Sessions	18



ITS - Instructional Technology Specialists	8/13/18	8/14/18	Digital Learning Summer Summit: Instructional Technology Specialists' August Sessions	18
ITS - Instructional Technology Specialists	9/28/18	9/28/18	ITS Professional Learning Series: September	3
ITS - Instructional Technology Specialists	11/2/18	11/2/18	ITS Professional Learning Series: November	3
ITS - Instructional Technology Specialists	12/7/18	12/7/18	Secondary ITS Professional Learning Series: December	3
ITS - Instructional Technology Specialists	12/7/18	12/7/18	Elementary ITS Professional Learning Series: December	3
ITS - Instructional Technology Specialists	1/4/19	1/4/19	ITS Professional Learning Series: January	3
ITS - Instructional Technology Specialists	2/1/19	2/1/19	ITS Professional Learning Series: February	3
ITS - Instructional Technology Specialists	3/1/19	3/1/19	Secondary ITS Professional Learning Series: March	3
ITS - Instructional Technology Specialists	3/1/19	3/1/19	Elementary ITS Professional Learning Series: March	3
ITS - Instructional Technology Specialists	4/5/19	4/5/19	ITS Professional Learning Series: April	3
ITS - Instructional Technology Specialists	5/3/19	5/3/19	ITS Professional Learning Series: May	3



ITS -Instructional Technology Specialists	6/7/19	6/7/19	ITS Professional Learning Series: June	3
ITS - Instructional Technology Specialists	6/18/19	6/18/19	ITS Professional Learning Series: June	7
LEAD - Leadership Development	7/9/18	7/12/18	Crucial Conversations for School-Based Administrators	16
OPEC - Office of Programs for Exceptional Children	8/7/18	8/7/18	Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	8/16/18	8/16/18	August Make Up Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	11/14/18	11/14/18	Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	11/15/18	11/15/18	November Make Up Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	1/16/19	1/16/19	Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	1/17/19	1/17/19	January Make Up Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	4/10/19	4/10/19	Assistant Principal Training- All Zones (Essential)	3
OPEC - Office of Programs for Exceptional Children	4/11/19	4/11/19	April Make Up Assistant Principal Training- All Zones (Essential)	3



PROF - Other Professional Learning	6/26/18	6/26/18	VBCPS Leadership Academy (Part 1, Session 1)	6
PROF - Other Professional Learning	6/27/18	6/27/18	VBCPS Leadership Academy (Part 1, Session 2)	6
PROF - Other Professional Learning	7/30/18	7/30/18	VBCPS Leadership Academy (Part 2, Session 1)	6
PROF - Other Professional Learning	7/31/18	7/31/18	VBCPS Leadership Academy (Part 2, Session 2)	6
PSYC - Psychological Services	6/19/18	6/19/18	PBIS Cohort 3 Implementation Training	6
PSYC - Psychological Services	6/20/18	6/21/18	PBIS Cohort 4A Implementation Training	12
PSYC - Psychological Services	6/25/18	6/27/18	PBIS Cohort 4B Implementation Training	12
PSYC - Psychological Services	8/6/18	8/9/18	PBIS Cohort 2- Advanced Tiers Training	12
PSYC - Psychological Services	10/2/18	10/2/18	PBIS Implementation Training Cohort 3A	3
PSYC - Psychological Services	10/2/18	10/2/18	PBIS Implementation Training Cohort 3B	3



Professional Literature

- Sergiovanni, T.J. & Green, R.L. (2015). *The Principalship: A reflective practice perspective, 7th ed.* Boston: Pearson.
- Glickman, C.D., Gordon, S.P., & Ross-Gordon, J.M. (2014). *SuperVision and instructional leadership: A developmental approach, 9th ed.* Boston: Pearson Education, Inc.
- Shieh, R.S. (2012). The impact of technology-enabled active learning (TEAL) implementation on student learning and teachers' teaching in a high school context. *Computers & Education*, 59(2), 206-214.
- Anfara, V.J. & Mertens, S.B. (2012). Capacity building is a key to the radical transformation of middle grades schools. *Middle School Journal*, 43(3), 58-64.
- Fullan, M. (2007). *Leading in a Culture of Change*. San Francisco: Jossey-Bass.
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- Fullan, M. (2011). *Change Leader: Learning To Do what Matters Most*. San Francisco: Jossey-Bass.
- Maxwell, J. (2007). *Failing Forward: Turning the Stakes into Stepping Stones for Success*. Nashville, TN: Thomas Nelson, Inc.

Innovative Leadership- challenges process; inspires a shared vision, embraces change to drive improvement; provides staff frequent recognition and support for good ideas; understands and promotes the idea that iteration is the key to innovation.

2018-2019 PLP Courses

Course Code	Start Date	End Date	Course Title	Hours
DIST - Distance Learning	10/5/18	10/5/18	Adjunct! Interning as a Facilitator to Transform!	50
ITEC - Instructional Technology	8/2/18	8/2/18	Matt Miller Keynote: Ditch That Textbook	1
ITS - Instructional Technology Specialists	6/20/18	6/21/18	Digital Learning Summer Summit ITS June Sessions	18
ITS - Instructional Technology Specialists	8/13/18	8/14/18	Digital Learning Summer Summit ITS August Sessions	18
ITS - Instructional Technology Specialists	9/28/18	9/28/18	ITS Professional Learning Series: September	3
ITS - Instructional	11/2/18	11/2/18	ITS Professional Learning Series:	3



Technology Specialists			November	
ITS - Instructional Technology Specialists	12/7/18	12/7/18	Secondary ITS Professional Learning Series: December	3
ITS - Instructional Technology Specialists	12/7/18	12/7/18	Elementary TS Professional Learning Series: December	3
ITS - Instructional Technology Specialists	1/4/19	1/4/19	ITS Professional Learning Series: January	3
ITS - Instructional Technology Specialists	2/1/19	2/1/19	ITS Professional Learning Series: February	3
ITS - Instructional Technology Specialists	3/1/19	3/1/19	Secondary ITS Professional Learning Series: March	3
ITS - Instructional Technology Specialists	3/1/19	3/1/19	Elementary ITS Professional Learning Series: March	3
ITS - Instructional Technology Specialists	4/5/19	4/5/19	ITS Professional Learning Series: April	3
ITS - Instructional Technology Specialists	5/3/19	5/3/19	ITS Professional Learning Series: May	3
ITS - Instructional Technology Specialists	6/7/19	6/7/19	ITS Professional Learning Series: June	3
ITS - Instructional Technology Specialists	6/18/19	6/18/19	ITS Professional Learning Series: June	3
PROF - Other Professional Learning	6/26/18	6/26/18	VBCPS Leadership Academy (Part 1, Session 1)	6
PROF - Other Professional Learning	6/27/18	6/27/18	VBCPS Leadership Academy (Part 1, Session 2)	6
PROF - Other Professional Learning	7/30/18	7/30/18	VBCPS Leadership Academy (Part 2, Session 1)	6
PROF - Other Professional Learning	7/31/18	7/31/18	VBCPS Leadership Academy (Part 2, Session 2)	6

Professional Literature

Hauserman, C.P. & Stick, S.L. (2013). The leadership teachers want from principals: Transformational. *Canadian Journal of Education*, 36(3), 184-203.

Teague, G.M. & Anfara, V.A. (2012). What research says: Professional learning communities create sustainable change through collaboration. *Middle School Journal*, 44(2), 58-64.



Learning Leadership- frequently models the use of technology and/or learns alongside faculty, exhibits willingness to be a learning partner with staff; sets an example and a commitment through daily acts that create progress and momentum.

2018-2019 PLP Courses

Course Code	Start Date	End Date	Course Title	Hours
AMDN - Administrators	10/19/18	10/19/18	ESSENTIAL: Student Response Team Refresher	2
AVID - Advancement Via Individual Determination	8/8/18	8/8/18	AVID K-12 Site Team Planning for 2018-2019	4
AVID - Advancement Via Individual Determination	10/4/18	10/4/18	AVID Elective Teacher Professional Learning Community 1st Quarter	1
AVID - Advancement Via Individual Determination	10/24/18	10/25/18	AVID 101: New Secondary Teachers, Counselors, and Administrators Learning About AVID	2
AVID - Advancement Via Individual Determination	11/8/18	11/8/18	AVID Elective Teacher Professional Learning Community 2nd Quarter	1



AVID - Advancement Via Individual Determination	11/29/18	11/29/18	AVID K-12 School Counselors Supporting AVID College Readiness Systems	2
AVID - Advancement Via Individual Determination	2/7/19	2/7/19	AVID Elective Teacher Professional Learning Community 3rd Quarter	1
AVID - Advancement Via Individual Determination	3/15/19	3/15/19	AVID Leadership Training: Preparing for the 2018-2019 AVID Certification (CCI)	6
AVID - Advancement Via Individual Determination	4/4/19	4/4/19	AVID Elective Teacher Professional Learning Community 4th Quarter	1
ESL - English as a Second Language	7/30/18	7/30/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for High School ESL Administrative Contacts	3
ESL - English as a Second Language	8/1/18	8/1/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for Middle School ESL Administrative Contacts	3
ESL - English as a Second Language	8/2/18	8/2/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for Elementary School ESL Administrative Contacts	3



ESL - English as a Second Language	8/9/18	8/9/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for High School ESL Administrative Contacts	3
ESL - English as a Second Language	9/19/18	9/19/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for Middle School ESL Administrative Contacts	3
ESL - English as a Second Language	9/20/18	9/20/18	ESSENTIAL: Title III Compliance and ESL Program Workshop for Elementary School ESL Administrative Contacts	3
GEMS - Gifted Education	8/16/18	8/16/18	Jumping Into the Role, Part 2: Teaching the Gifted	4
INST - Instructional Strategies	8/9/18	3/4/19	Transformational Learning Lead Quarterly Planning Sessions for Fifth Grade Teachers	12
INST - Instructional Strategies	8/9/18	3/5/19	Transformational Learning Lead Quarterly Planning Sessions for Second Grade Teachers	12
INST - Instructional Strategies	8/9/18	3/6/19	Transformational Learning Lead Quarterly Planning Sessions for First Grade Teachers	12



INST - Instructional Strategies	8/9/18	3/4/19	Transformational Learning Lead Quarterly Planning Sessions for Fourth Grade Teachers	12
INST - Instructional Strategies	8/9/18	3/6/19	Transformational Learning Lead Quarterly Planning Sessions for Kindergarten Teachers	12
INST - Instructional Strategies	8/9/18	3/5/19	Transformational Learning Lead Quarterly Planning Sessions for Third Grade Teachers	12
INST - Instructional Strategies	9/12/18	4/4/19	Literacy Academy: Student-Centered Instructional Coaching Moves that Support Literacy, Math, and Instructional Technology	8
LEAD - Leadership Development	6/20/18	6/20/18	LEAD VB Aspiring Administrators Program: Nuts and Bolts of School Management, Knowledge, Service, and Ethics	4
LEAD - Leadership Development	7/9/18	7/12/18	Crucial Conversations for School-based Administrators	16
PIA - Planning Innovation and Accountability	9/20/18	9/20/18	VAAP and VSEP Training for APs Overseeing Special Education Session 1	2



PIA - Planning Innovation and Accountability	9/21/18	9/21/18	VAAP and VSEP Training for APs Overseeing Special Education Session 2	2
PROF - Other Professional Learning	6/26/18	6/26/18	VBCPS Leadership Academy (Part 1, Session 1)	6
PROF- Other Professional Learning	6/27/18	6/27/18	VBCPS Leadership Academy (Part 1, Session 2)	6
PROF - Other Professional Learning	7/30/18	7/30/18	VBCPS Leadership Academy (Part 2, Session 1)	6
PROF - Other Professional Learning	7/31/18	7/31/18	VBCPS Leadership Academy (Part 2, Session 2)	6
TOCL - Teacher Orientation & Continuous Learning	6/28/18	6/28/18	2018-2019 Lead Mentor Training	2
TOCL - Teacher Orientation & Continuous Learning	7/31/18	7/31/18	2018-2019 Lead Mentor Training	2



TOCL - Teacher Orientation & Continuous Learning	8/2/18	8/2/18	2018-2019 Lead Mentor Training	2
TOCL - Teacher Orientation & Continuous Learning	8/9/18	8/9/18	2018-2019 Lead Mentor Training MAKEUP	2

Professional Literature

- Hauserman, C.P. & Stick, S.L. (2013). The leadership teachers want from principals: Transformational. *Canadian Journal of Education*, 36(3), 184-203.
- Glatthorn, A.A. & Jailall, J.M. (2009). *The principal as curriculum leader: Shaping what is taught and tested*. Thousand Oaks: Corwin Press
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