

- CERTIFIED PERSONNEL -**District Leadership Academy****JEFFERSON COUNTY LEADERSHIP ACADEMY (JCLA)**

The Superintendent/designee shall develop and implement the Jefferson County Leadership Academy (JCLA), a comprehensive leadership development program that provides multiple pathways for a certified employee to become an effective educational leader. The purpose of the JCLA is to ensure that the District has high-quality, equity-centered District leaders on every level and supporting every school.

The JCLA's multiple pathways shall address the needs of all certified aspiring leaders in the District, including an employee who wishes to become a well-prepared, equity-centered Teacher/Counselor leader, Assistant/Associate Principal, Principal, Central Office leader, Principal Supervisor, Assistant Superintendent, or Superintendent. A classified employee who is an aspiring District leader may also participate in a JCLA pathway, as appropriate.

JCLA PATHWAY COMPONENTS

The JCLA pathways shall have multiple components to provide specific training, coaching, and supports tailored to each role group. The pathways shall address the professional learning needs of a participant based on his/her/their current position, previous experience, and professional goals.

The JCLA pathways may include development programs for, but not limited to, the following groups:

- Aspiring Assistant Principals
- Aspiring Principals
- New Assistant Principals
- Aspiring Central Office Leaders

The JCLA pathways may include support programs for, but not limited to the following groups:

- Assistant Principals
- Principals
- Certified Central Office Leaders

EQUITY-CENTERED LEADERS

The JCLA shall strive to foster the development of equity-centered certified leaders who exhibit dispositions toward disruptive equity leadership, data-driven equity solutions, culturally competent practice, and reflection and growth regarding equity practice. An equity-centered leader exhibits the following characteristics:

- Understands that equity refers to fairness and justice;
- Shows the confidence to lead the implementation of systems that ensure equity and access for all students, and that address historical marginalization and disproportionate outcomes of students of color;

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EQUITY-CENTERED LEADERS (CONTINUED)

- Demonstrates courage to make decisions to drive continual improvement in all aspects of their work with a specific focus on increasing student outcomes; and
- Uses the identification and analysis of disparities in student outcome data to intentionally problem-solve to support the District in achieving its goals of student academic growth and sense of belonging, especially for students of color.

RELATED POLICIES:

03.1912; 03.29121

Adopted/Amended: 3/26/2024
Order #: 2024-43