

Instructional Leader Empowerment Signed Expectations for Participation

The following expectations must be agreed to by all Instructional Leader Empowerment participants and their school district superintendent or designee. Please check each box and sign on the appropriate line before uploading or submitting as directed in the required form/application.

Instructional Leader Empowerment Participant Name: _____

Participant's School: _____

Participant's District: _____

Expectations of Instructional Leader Empowerment Participants

Please read each expectation and check each box to indicate agreement.

- ☐ Participants will attend, engage, reflect, and work collaboratively with others in all scheduled sessions.
- ☐ Participants will contribute to the professional culture by:
 - ☐ Engaging in collaboration,
 - ☐ Demonstrating respect for other participants,
 - ☐ Assuming positive intent of others,
 - ☐ Being open-minded to new learning experiences,
 - ☐ Preparing for each session by completing reading and other assignments,
 - ☐ Completing assignments and submitting all work on time and with high quality,
 - ☐ Responding to colleagues and program staff in a timely manner, and
 - ☐ Supporting colleagues in learning and creating.
- ☐ Participants' actions will reflect the definition of Collective Efficacy, which refers to a shared belief that educators can have a positive impact on student achievement despite other influences in their lives that challenge their success.
- ☐ Participants will engage fully in sessions offered face-to-face and virtually, and will set boundaries to assist in minimizing disruptions (e.g., answering emails and phone calls) and maximizing learning (e.g., camera on and participating in breakout rooms).
- ☐ Participants will perform all work through the lens of Cultural Competence (i.e., ability to understand, communicate with, and effectively interact with people across cultures), with an eye toward educational equity and excellence for all students.
- ☐ Participants will be reflective throughout the sessions, thinking about outcomes of students, classrooms, teachers, and schools, as they progress through Instructional Leader Empowerment.
- ☐ Participants will complete all work with an intentional framing toward student-focused education, including student achievement, student growth, and development of personal competencies.
- ☐ Participants will exercise professional communication with program staff, particularly in relation to any extenuating circumstances that might arise.
- ☐ Participants will document their growth journey and will demonstrate progress toward desired individual, school, teacher, and student outcomes.

- ☐ Participants will share their successful growth journey with other Arkansas leaders to encourage statewide expansion of learning and leadership development.

I agree to adhere to the above expectations.

Signature: _____ **Date:** _____

Expectations of Districts in Support of Instructional Leader Empowerment (ILE) Participants

- ☐ Districts will ensure ILE participants are cleared to be away from regular duties to attend required ILE events and have negotiated release time to participate.
 - As Superintendent, I understand that attendance at all sessions is mandatory.
 - As Superintendent, I understand that if my school leader misses any or all of a session, the school district will receive an invoice for institute cost.
- ☐ Districts will provide financial support for participants to attend events, such as travel expenses.
- ☐ Districts will provide protected time for ILE participants to complete assignments.
- ☐ Districts will support ILE participants in implementing the evidence-based strategies expected of them and their schools as they progress through the sessions.
 - As Superintendent, I commit to support my school leader through this endeavor.
 - As Superintendent, I commit to support evidence-based strategies that align to our district vision for student-focused education.

I agree to adhere to the above expectations.

Superintendent's Name: _____

Signature: _____ **Date:** _____

Instructional Leader Empowerment (ILE) and Arkansas Leadership Academy (ALA) Expectations

- ☐ The ILE and ALA will provide support to all Participants as they progress through the sessions.
- ☐ The ILE and ALA will deliver differentiated professional learning and leadership development offerings, supporting student-focused education.
- ☐ The ILE and ALA will utilize current research, evidence-based practices, and national and local subject matter experts to provide a well-balanced curriculum.
- ☐ The ILE and ALA will seek to develop cohorts that represent the students and educators of Arkansas through expansion of programming, equitable access of diverse participants, and integration of ALA leadership development offerings.