Leader Tracking System Logic Model

Problem Statement: Districts have limited capacity to access and use data for making decisions about current or future school leaders—such as those decisions related to recruitment, preparation, placement, professional development, support, and supervision.

Activities

- Identify and engage key stakeholders as a steering group (across departments, roles, and areas of expertise)
- Identify and authorize a project manager
- Clarify LTS purposes/uses, users, and needed data
- Design prototype user platform, get feedback, revise
- Find existing data, standardize definitions, clean the data, fill gaps with needed data
- Set and revisit policies on access to data
- Build system and user platform in stages, while assessing functionality
- Train users and continue to gather their feedback

Short-term Outcomes

[Will vary according to district purposes:]

- Promising aspirants are recruited into preparation
- Preparation programs get data for improvement
- Vacancies are anticipated and planned for
- Hiring and placement processes efficiently match candidates with schools based on experience and competencies
- Professional development and support are aligned to identified areas for improvement, across principals and for individual principals

Intermediate Outcomes

- Candidates are better prepared to meet district expectations
- New principals are matched to schools where they succeed
- Principals demonstrate improved competencies
- Effective principals are retained
- School climate and culture improve
- Instructional quality improves

Inputs

- Commitment and vision from district leadership
- Technical expertise in system development and user interface
- Expertise in school leadership
- Existing district data systems
- Data on current and aspiring leaders’ work history, preparation and licensure, past performance, and measured competencies

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