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# Administrator Leadership Development Program

LeAnne Gandy  
Director of Leadership Development  
Cooperative Educational Services

# ALD Program Overview

- Developed in response to requests from NM school districts for an intensive, practitioner-led alternative licensure pathway to administration
- Approved by NM Education Standards Commission in 2017
- Aligns with the ISLLC Standards and NM HOUSSSE Domains – Communication, Operations and Management, Instructional Leadership and Professional Development
- 1-year intensive program
- Content is delivered through monthly instructional modules addressing NMPED HOUSSSE domains and administrator competencies
- Cohort model with entry points in September and January
- ALD is also available to practicing administrators looking for additional training and support

# Program Applicant Requirements

- Master's degree by accredited university
- Level II or Level III NMPED teaching license or related service license
- Superintendent or Charter Leader recommendation
- Mentor trained by CES facilitator
- Commitment to work at least three years in current district or charter following completion of the program
- Candidate recruitment is done through school districts and charter schools in “grow your own” efforts for building capacity within the organization for succession planning

# ALD Program Structure

- Course content is delivered over 6 rigorous weekends (12 hours each) by experienced, highly skilled administrators in various geographic locations around NM
- Virtual leadership sessions provided bi-monthly (20 hours) led by subject matter specialists, attorneys, and current superintendents and administrators
- 100% attendance is required at all classes
- Active participation and reflection is required during all sessions
- Book studies – 2 books per semester/4 per year
- Synchronous and asynchronous content delivery
- Final project presentation aligned to administrator competencies must demonstrate learning, reflection, research, and professional growth from ALD coursework, book studies, research, and internship experiences (feedback is provided by classmates and facilitator)
- Candidates evaluate classes each weekend to allow CES to continually receive feedback and reflect on program effectiveness

# Internship Requirements

- Collaborative selection of mentors for ALD candidates between CES and school districts and charter schools
- Mentors must attend a virtual training with CES facilitator
- Mentor handbook with recommended internship activities and templates for NMPED HOUSSE domains
- 180 hours minimum of supervised internship activities across all HOUSSE domains
- Internship must include activities to open and close a school year
- Written reflection over internship activities within each HOUSSE domain to operationalize course content and contextualize leadership activities

# ALD Supports to Candidates

- Executive coaching is provided monthly to candidates during their 2<sup>nd</sup> semester
- Mentors attend training each semester by CES facilitator
- Cohort model promotes collegial collaboration and networking opportunities with peers and current administrators across the state
- Multiple virtual learning supports to enhance learning monthly
- Learning reinforcement as candidates are learning content and applying it in context immediately with administrative practices in their district
- Facilitators are available for ongoing support throughout the course and their administrative career
- MOU with higher ed institution to encourage continuing education (EdD) for ALD program graduates

# Ongoing Supports to Principals/Administrators

- First Year Principal Academy
  - Monthly trainings
  - Executive coaching sessions monthly
  - Mentoring/Check-ins
  - Collegial Networking
- Principal Learning Collaborative (experienced principals)
  - Quarterly trainings
  - Executive coaching sessions monthly
  - Mentoring/Check-ins
  - Collegial Networking
- Regional Principal Learning Institute
  - Quarterly in-person trainings offered regionally
  - Monthly virtual follow-up training sessions
  - Collegial Networking

# Ongoing Supports to Principals/Administrators

- First Year Superintendent Academy
  - Monthly trainings
  - Executive coaching sessions monthly
  - Mentoring/Check-ins
  - Collegial Networking
- Leadership Series
  - Twice monthly virtual training sessions
  - Facilitated by current superintendents/principals/school administrators, content area specialists, and attorneys
- Executive Leadership Series
  - Monthly virtual sessions
- SPED SOS Series
  - Monthly virtual interactive sessions
  - Facilitated by special education specialists
- Executive Coaching
- School Board Training in collaboration with NMSBA