

Campbellsville University
Ed. S. Instructional Leadership (Principal P-12) Program

Memorandum of Agreement
Between
Campbellsville University School of Education
And
Adair County School District

The purpose of this Memorandum of Agreement between the Campbellsville University School of Education and Adair County Schools is to develop an Ed. S. in Instructional Leadership (Principal P-12) program for Campbellsville University in order to meet leadership needs in the district and to select highly qualified candidates to participate in the program.

Background

- According to the National Association of Secondary School Principals 40% of principals nationwide will retire in the next decade and there are not enough qualified candidates to fill those positions. Many teacher leaders have inquired about a principal preparation program at Campbellsville University.
- According to a survey of district level and school administrators sent out in January of 2015, 100% of the participants stated they would support a principal preparation program at Campbellsville University.
- As the survey displayed overwhelming support of a program at Campbellsville University, an internal team of graduate faculty formed to begin putting together a program that would be a collaborative effort on the part of the university and district administrators throughout Kentucky. An email was sent out to principals and district administrators in September, 2015 asking for help and collaboration to form a principal preparation collaboration team. Thirty-five responded stating support and their intent to be active participants on this collaboration team.
- In September, 2015 and October, 2015 Campbellsville University held two Principal Preparation Program Collaboration Team Meetings inviting practicing principals along with district administrators from across the state of Kentucky to work together with the university to create a principal preparation program to fill the needs for building principals in Kentucky schools. The meetings were held at the Campbellsville University Louisville Education Center and the main campus of Campbellsville University to ensure participation from as many school districts as possible.
- Another survey was distributed to practicing administrators and district leaders requesting input regarding specific needs for a principal preparation program. The answers to this survey demonstrated a high need for principal candidates to have a principal preparation program that would have a high amount of field experience hours coupled with candidates being paired and working with practicing principals. The results from the 33

respondents demonstrated that the top three areas of leadership need for principals in their districts were, in order, school finance, student growth/instructional goals, and personnel evaluation.

- These survey responses confirm the National Association of Secondary School Principals statement that principal preparation programs currently have a gap between principal training programs and practice. Through collaborative efforts with practicing principals and district administrators the goal of the Ed. S. Instructional Leadership (Principal P-12) Program at Campbellsville University will be to decrease the gap between training and practice while producing qualified candidates to fill this projected shortage.

Policies and Procedures

Campbellsville University graduate faculty and Adair County Schools will work together to ensure the Ed. S. Instructional Leadership (Principal P-12) Program selects highly qualified candidates and delivers rigorous and relevant content and experiences through the following procedures:

- Screening of Program Candidates:
 1. Campbellsville University Graduate Faculty will collect the program application and other documentation for all applicants.
 2. Designated administration for Adair County Schools will review the documentation and consult on acceptance of the candidate into the program.
- Identification of program leadership and mentors
Adair County Schools will identify administrators who can provide effective leadership in the program through teaching, mentoring, and providing field experiences and internship opportunities.
- Course Design and Delivery
Adair County Schools will work with Campbellsville University Graduate Faculty in the development of coursework to ensure the leadership need areas identified in the survey are addressed fully. They will provide expertise as consultants and guest lecturers during course delivery.

This Memorandum of Agreement can be modified or terminated with the mutual agreement of the Dean of the Campbellsville University School of Education and the Superintendent of Adair County.

Signed: Beverly C. Ennis
Dr. Beverly Ennis, Dean
School of Education
Campbellsville University
Date: 8-23-16

Signed: Alan W. Reed
Mr. Alan W. Reed, Superintendent
Adair County Schools
Date: 8/15/2016

Memorandum of Agreement

Boyle County Board of Education
Campbellsville University School of Education

This Memorandum of Agreement (MOA), dated May 17, 2018, is for the purpose of creating a principal preparation program in partnership between the Boyle County Board of Education and Campbellsville University School of Education. The MOA beginning July 1, 2018, and ending June 30, 2019, hereby contains the following provisions:

- The new principal preparation program, called Boyle County/Campbellsville University Grow Your Own will be exclusively available to teachers who work in the Boyle County School District. Classes will be co-taught using the Campbellsville University School of Education curriculum and course pathways, but through the "lens" of becoming a future Boyle County administrator.
- The program will consist of 10 eight-week "G" terms with students taking one class each term for a total of 30 hours. It is anticipated that five to 10 students will participate in each cohort with each cohort progressing the entire course pathway before a new one begins.
- All classes will be co-taught on the Boyle County High School campus by Boyle County district administrative personnel and CU School of Education faculty except for those taught during the G1 and G6 terms. During these terms, classes will be taught online by Campbellsville University School of Education faculty. All CU faculty and Boyle County personnel in order to teach classes must meet requirements as determined by Campbellsville University. Campbellsville University will not compensate Boyle County administrative personnel for teaching in this program.
- This program is offered with the realization that Site-Based Decision Making Councils make hiring decisions for principals and schools may choose to hire leaders outside the district. It is also realized that many of the Grow Your Own participants may pursue jobs outside the district.

Hereby agreed upon by,

Boyle County Superintendent

Date: _____

Boyle County Board of Education Chair

Date: _____

Dr. Beverly C. Ennis Date: May 3, 2018
Dean, School of Education, Campbellsville University