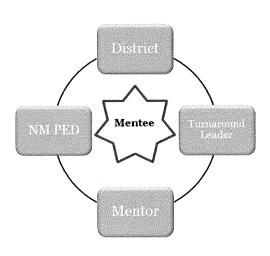


Principals Pursuing Excellence is a two-year program aimed at leveraging the expertise of New Mexico's educational leaders to support and empower New Mexico's principals as they work to dramatically improve student achievement in their schools.

PPE is...

- Focused on building leadership capacity in New Mexico's schools and districts
- Multilayered professional development and mentorship to Mentee principals



Project Structure:

A Turnaround Leader and Mentor collaborate with district leadership and each Mentee to assess school needs and establish a 90-day Action Plan containing effective turnaround strategies (e.g. datadriven instruction, staff and student culture, observation and feedback).

To support successful implementation of the school's 90-day Plan, each Mentee principal of a C, D, or F school receives ongoing coaching and mentoring during monthly onsite visits and frequent checkins.

All roles, including superintendents and district leadership, participate in professional development four times each year to further cultivate the competencies and skills of transformational leaders.

The **Theory of Action** that underpins Principals Pursuing Excellence follows:

If we strengthen the competencies of leaders to transform districts and schools, **then** they will have the capacity to take bold and purposeful action.

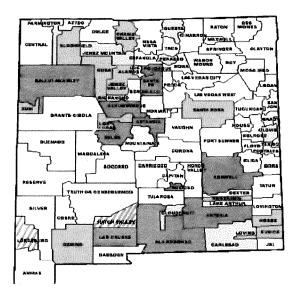
If leaders take bold and purposeful action, then they establish the conditions for effective teaching and learning.

If the conditions for effective teaching and learning are established, then teachers will have the opportunity to improve instructional practice.

If teachers improve instructional practice, then student learning will increase.

Selection Process:

- 1. Potential participants complete role-specific applications available on the Priority Schools Bureau webpage: http://ped.state.nm.us/ped/PrioritySchoolsCPMP.html.
 - o Principals of C, D, and F schools are eligible to participate in PPE as Mentees.
- 2. For districts that have a principal apply for Cohort 4, the superintendent and a designated district-level PPE support person (e.g. Director of Curriculum and Instruction, Elementary Schools) must attend PPE District Orientation in Albuquerque on April 18, 2016.
- 3. Selected applicants undergo a Behavioral Event Interview (BEI). The BEI is a two-hour process that delves deeper than traditional interviews to identify the underlying competencies that are predictors of success for school turnaround leaders.
- 4. New Turnaround Leaders, Mentors, and Mentees are notified of selection no later than May 23, 2016.
- 5. New Turnaround Leaders, Mentors, and Mentees must attend Cohort 4 Induction Wednesday, June 15 through Friday, June 17, 2016.



Cohort 1, 2, and 3 Participating Districts

"Exceptional school leaders succeed because of how they use their time: what they do, and how and when they do it."

-Paul Bambrick-Santoyo, Leverage Leadership

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