Quality Leadership Matters – The State of Leadership Preparation in Texas

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Thank you Madame Chair Shapiro and Members of the Senate Education Committee for your Service and Dedication to Public Education and the Children of Texas
Organization of Presentation

• Provide Context - Flexner Report (1910)
• Supply and Demand for Principals
• Cost of Leadership Preparation
• Elements of Effective Leadership Preparation Program
• Quality Leadership Matters
Context

- Flexner Report (1910)
- National and State Standards are not enough.
Supply of Principals in TX

• 34 Public Higher Education institutions enrolled on average from 2007 to 2011 - 8067 declared majors per year in educational leadership/administration (see handout #1).

• These same 34 institutions produced an average of 1688 principal certified candidates per year (see handout #2).
Demand for Principals in TX

- The annual demand for principals is approximately 500 positions per year.
- 52% of principals turnover within three years and it rises to 71% after 5 years.
- The turnover is for a variety of reasons including being moved to another school, leaving the profession, returning to teaching, being promoted to central office,
Cost of Leadership Preparation

• On average, the state subsidizes the cost of a degree at UT institutions at approximately $5500/year (UT System Tuition/Revenue Analysis, 2012) - https://www.utsystem.edu/OSM/files/researchbriefs/TuitionAndRevenueAnalyses-February2012.pdf

• Texas invests $44.37M per year to produce 1688 principal certified candidates on average.
Elements of Effective Leadership Programs

- Recruits and selects candidates based on leadership potential
- Curriculum is coherently integrated with fieldwork
- Standards-based curriculum focused on instruction and school improvement
- Knowledgeable, high quality faculty
- Quality internships
- Uses adult learning theory and active-learning strategies
- Cohort structures and other social and professional support
- Assessments for candidate and program improvement
- Collaborative relationships with school districts
Quality Leadership Matters

• This is a systemic issue related to educator compensation, university funding, and disparate relationship between prep. programs and school districts.

• We could get rid of 50% of the preparation programs and not hurt the pipeline. In fact, with best practice policies, we could actually improve our investment in preparing leaders.

• Invest in fewer, yet more highly qualified candidates and provide best practice programs.
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