Principals and Principal Supervisors: Creating Districtwide Changes in Student Achievement

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Theory of Action: If a principal supervisor strategically balances support and accountability for school principals while navigating the contextual factors within the system, he/she will positively impact high quality teaching and learning across schools in order to ensure success for all students.
Strengthening Supervision and Support of Philadelphia’s 218 Schools: The Evolution of the SDP Assistant Superintendent Role

2013-14
6 supervisors with other responsibilities

2014-15
8 full-time supervisors

2015-16
13 full-time supervisors

FOCUS: REDEFINE AND FORMALIZE POSITION

- Created job description; used to hire 4 new Assistant Superintendents
- Shifted focus for role to being in schools 80% of time
- Partnered with NYC Leadership Academy to support development of supervisor standards and provide coaching for new hires

FOCUS: REDUCE SPAN OF CONTROL AND BUILD TEAM PRACTICE

- Hired 6 new Assistant Superintendents
- Designated 4 “specialty networks”
- Designated lead for 9 neighborhood network supervisors
- Facilitated goal setting with each Assistant Superintendent based on standards
- Providing resources for personally-driven development opportunities