



Principal as Bridge Builder Scholarship

The Principal as Bridge Builder Scholarship was created to honor the memory of Don Richardson and support the accelerating growth of a principal who has successfully led an underachieving school for two years. Through the support of the foundation, this scholarship supports the principal through Learning Forward Annual Conference participation and individualized executive coaching as he or she converts good performance in his or her school to a new level of superiority of academic learning of staff and students. The principal will demonstrate high levels of achievement by attaining a Level One in two categories of the Innovation Configurations (The Principal), Learning Communities and Leadership.

Requirements of Grant or Scholarship

1. Sign the Statement of Commitment and return it to the designated contact at the Learning Forward Foundation.
2. Make a maximum of twenty calls to the foundation's designated coach, scheduled according to need, during the two-year grant period.
3. Develop an action plan, via the prescribed template and with the assistance of the executive coach, that has clearly articulated goals and a sound evaluation system with specific changes in behavior identified, all predicated on the areas of leadership and learning communities.
4. Make time for systematic reflection and coaching in order to think about and clarify situations, explore options, and plan next steps.
5. Make regular journal entries that show major insights that serve as breakthrough marker events.
6. Be an equal partner with the executive coach in refining leadership skills.
7. Use the Innovation Configurations (The Principal) for the Leadership and Learning Communities Standards to benchmark improvement.
8. Submit the action plan, budget request, and a one-year interim written progress report (5-10 pages of a thoughtful summary of the year's work) by June 15 of year one to the Learning Forward Foundation contact. Include digital pictures where appropriate.

9. At the end of year two, submit a final report that includes any critical artifacts that were developed during the grant period, any powerful questions that were used and found to be helpful in decisionmaking, optional journal entries that are relevant to goal achievement, and show data-based results achieved, lessons learned, and indicate specific change behaviors that are observable and measurable in self and staff.

10. Submit a proposal to present the learning resulting from the award at a Learning Forward Conference.

11. Submit receipts for budget expenditures for discretionary funds as expenditures are incurred.

12. Participate in an exit interview with a Foundation Board Member at the Learning Forward Annual Conference.

Foundation Support

The Bridge Builder Scholarship will provide up to \$10,000 (see budget) for a maximum of two years to assist the recipient in developing and implementing a strategic plan that focuses on leadership and learning communities in improving student achievement.

The scholarship will provide registration for the recipient to attend two consecutive Learning Forward annual one-day preconference sessions that correspond to an identified principal action plan goal and two annual three-day Learning Forward conferences for the period of the grant.

The scholarship will provide a personal, principal-specific executive learning coach for a maximum of 20 calls, scheduled according to need. The purpose of the coaching experience is to assist the principal in achieving the highest level of leadership results in teaching and learning for adults and students and to expand the leadership capacity of the principal to affect learning within the school and system as measured by the Innovation Configurations in all facets of the standards of Learning Communities and Leadership.

Selection Process

Three professional educators, designated by the Board of the Learning Forward Foundation, will score each application using a rubric of criteria specific to the application process. Reviewers will use the score from the rubric to determine the grant's recipient.

Evaluation

The principal will develop clearly articulated, measurable goals in the areas of leadership and learning communities and use a cycle of self-assessment, collaborative analysis of his/her work, reflection, goal setting, and professional growth. Data-driven student progress will be the core of the process.

The principal will participate in an interview about the outcomes of his or her work at the Learning Forward Annual Conference with a Foundation Board Member.

The intended long-term outcome for the principal is that he or she will have a deep understanding of effective professional development practices as measured by Learning Forward's Standards as measured by the Innovation Configurations. The principal will achieve a level one on the ICs in the Leadership and Learning Communities standards. The principal will consistently and persistently act on effective beliefs and understandings.

Post-award details

Coach selection

The Learning Forward Foundation Board will select a personal executive coach for the grant recipient and notify the awardee of the selection by July 20 of year one. The principal should initially contact the coach in August of year one.

Conference registration

The recipient will work with the executive coach to identify sessions that support identified goals for the grant period and will then register for the Learning Forward Annual Conference. The recipient will note he or she is the Principal as Bridge Builder grant recipient. The Learning Forward Foundation will pay Learning Forward the registration fee for the recipient for the regular three-day conference and a one-day preconference that supports the action plan of the grant recipient. Any additional days are the responsibility of the recipient.

Your Foundation contact:

Marti Richardson, Board Member
Learning Forward Foundation
235 West Heritage Drive
Knoxville, TN 37934
Phone: 865-966-5611
E-mail: marseiliar@aol.com