MSIP Overview 2014

The Minority Superintendent Internship Program (MSIP)

Kentucky Department of Education
Office of Next-Generation Learners
Division of Next-Generation Professionals
500 Mero Street, Frankfort KY 40601

December 2013

2014 MSIP Program Introduction

The Kentucky Department of Education's (KDE) mission is to prepare all Kentucky students for next generation learning, work and citizenship by engaging schools, districts, families and communities through excellent leadership, service and support.

We not only believe that ALL children can learn, we approach it from the perspective "each child will learn" at high levels regardless of their ethnicity, gender, socio-economic status, native language or disability. So, if ANY student in ANY class is not performing according to the state's high standards and expectations, an achievement gap exists. A critical element is the urgent need for diverse, highly qualified leadership. There is a growing consensus that racial or ethnic minority leaders that can provide sound and productive teaching and learning centered on high standards will offer solutions to many of our districts' and schools' major achievement gap challenges.

The Minority Superintendent Internship Program (MSIP) addresses the underrepresentation of minorities as public school superintendents. The program is designed to identify and prepare a pool of highly qualified and highly effective minority educational leaders poised to transition into superintendent positions for Kentucky's public school districts. The program provides well qualified minority candidates scaffolded opportunities for leadership development and training as they are supported and mentored by Kentucky's highly effective superintendents and educational leaders.

The MSIP initiative supports leadership transformation and promotes a united effort to address not only diversity, but also a true identification of a highly qualified educator workforce. The program also recognizes that leadership representing cultural and ethnic groups is important to all students and especially minority students as they all prepare to compete in a world that is richly diverse. The necessity to establish a pool of diverse individuals, who can successfully meet the academic and fiscal challenges of accountability in our schools, is unparalleled.

MSIP emphasizes the development of leadership skills in the areas of: management, strategic planning, fiscal oversight, communication, and community engagement. In addition, it is expected the interns will become well prepared to create conditions and processes that significantly improve student achievement. MSIP will allow interns to interact with highly qualified practicing superintendents, board members and state education policy makers in a focused way to broaden their knowledge base about the work of local school district superintendents.

It is the goal of this program to reach as many potential applicants as possible and to make qualifying minority administrators, currently employed in Kentucky school districts, aware of this program opportunity. Individuals will be selected through a highly competitive application process in order to participate in this program.

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MSIP Superintendent Internship

Requirements:

1. Be a Kentucky resident and member of an underrepresented ethnic minority group as defined in KRS 160.345 (American Indian; Alaskan native; African-American; Hispanic, including persons of Mexican, Puerto Rican, Cuban and Central or South American origin; Pacific Islander; or other ethnic group underrepresented in the school);

2. Must possess either a current Professional Certificate for Instructional Leadership—School Superintendent or a previously issued valid Kentucky Certificate for School Superintendent (this accreditation must be completed by the beginning of year two of the program);

3. Must have a minimum of four years of experience as a local school district administrator (must have five years by year two of the program);

4. Must be currently employed as an administrator (a school or district-level leadership position) in one of the 173 Kentucky school districts.

Selection Criteria may include, but is not limited to, the following:

- A proven track record of leadership and/or management in a school district;

- Ability to understand, lead and manage in a complex political organization and work well in a diverse setting;

- High level of energy, determination, and perseverance to act as a change agent in a demanding organization;

- Commitment to equity, excellence, and closing achievement gaps for all students;

- Ability to learn quickly, possess analytical, and problem-solving skills;

- Excellent oral and written communication skills; and

- Passion for improving public education and a long-term commitment to K-12 education.

The Minority Superintendent Internship Program (MSIP) is a KDE funded program and one of the major initiatives of the Diversification and Equity Branch in the Division of Next-Generation Professionals, Office of Next-Generation Learners. This non-traditional leadership development program responds to the appreciation that a minority school superintendent may be faced with unique and complex problems (barriers) as an educational leader.
The Kentucky Department of Education (KDE) has established a supportive and committed partnership between the intern's home district, the Kentucky Association of School Administrators (KASA) and KDE to better understand and reduce identified barriers by developing a process to successfully prepare minority leaders to meet the academic and fiscal challenges of accountability in our schools.

MSIP YEAR ONE

Home District:

- Completes Superintendent and District reference forms expressing strong commitment, support, genuine interest in the candidate and the candidate's readiness to participate in the MSIP program (initial application form).

- Approves continuation of intern in current administrative position (remains official employee of the district).

- Collaborates with KASA to build the district's model of learning experiences. KASA will provide an outline of areas of experiences the intern will need to be exposed to over the course of the two year period. Assigns district mentor(s) to the intern. The district mentor(s) and intern will prioritize the experiences that he/she will receive and determine how they are to receive the experiences.

- Allows for flexibility in current assignment of intern to accommodate and support district's internal learning experience process.

Kentucky Association of School Administrators:

- Collaborates with KDE to develop MSIP budget and timeline for implementation of program model.

- Collaborates with home district to implement rotation of learning/experiences within the district.

- Completes a leadership assessment that identifies the intern's areas of strength and weakness.

- Provides leadership and training devoted to learning the essential operations of a successful school district and development as a school district's top leader. Training through the Next Generation Superintendent Leadership Series, identified components for MSIP interns.

- Plans KASA/KDE quarterly half-day meetings, collaboration on session topics.

Kentucky Department of Education:

- Coordinates MSIP program.
- Collaborates with partners (associations, outside organization, school districts, universities etc.) to recruit viable minority candidates.
- Coordinates/facilitates MSIP application and selection process.
- Oversees MSIP budget and program development.
- Coordinates/facilitates MSIP program partnership between Intern, home district, KASA and KDE.
- Oversees overall MSIP program implementation.

MSIP YEAR TWO

Home District:

- Enters into Memorandum of Agreement (MOA) contract between the home district and KDE. The intern will be granted a one year leave of absence and considered on loan to the Kentucky Department of Education.
- All personnel transactions (salary and benefits) will continue through the home district. KDE will reimburse the district quarterly.
- Allow MSIP intern(s) to return to home district, in her/his previous position or similar position, once the program is completed.

KASA:

- Identifies/facilitates Intern's mentoring district and superintendent placement.
- Requires development of 30-60-90 day plan for entry in the mentoring district.
- Oversees signing of MSIP Intern, Mentoring Superintendent and District Agreement. The binding agreement includes; Scope of Work, Obligations of Parties-Superintendent Intern, Mentor Superintendent and Board of Education, KASA, Confidentiality, Expiration or Termination, Indemnification.
- Assigns a coach and mentor team to support the intern throughout the year.
- Requires attendance and participation in NxGNSLS orientation, onboarding sessions and all activities for new superintendents.

Mentor Superintendent and BOE:

Upon accepting a superintendent intern, the mentoring superintendent agrees to:

- Supervise the intern from July 1, 2015 to June 30, 2016.
- Provide the intern with multiple and varied opportunities to develop competencies across the eight superintendent effectiveness standards.
- Guide the intern in the selection, development, and implementation of a district improvement project to be completed by the end of the 2015-16 academic year.
- Assign intern a variety of authentic tasks and experiences that simulate the work of a sitting superintendent.
- Provide feedback through the e-portfolio and ILP team process to the intern regarding proficiency in each of the eight standards/indicators according to the ILP Rubric.
- Fulfill the responsibilities of the mentor job description and provide a quarterly report to the MSIP executive coach.
- Provide adequate workspace and access to the appropriate audiences, stakeholders and information that will be needed to be effective in the role of intern and support to the school district.
- Agree to fully uphold and adhere to KASA's ethics policy in all matters related to supervising the intern.
- Review the intern's e-portfolio evidence to reach an agreement, in consultation with the intern, about his/her performance toward each standard on a proficiency continuum.

KDE:

- Provides leadership and support that encourages each school district in Kentucky to embrace diversity as a commitment as it effectively serves the educational needs of ALL students.
- Recruits, prepares and retains highly qualified, effective and diverse superintendent candidates for school districts in Kentucky.
- Oversees MSIP budget and program development.
- Coordinates/facilitates MSIP program partnership between Intern, home district, KASA Mentoring Superintendent/District and KDE.
- Oversees MSIP year two program implementation.
- Plans reflection meetings.