



**Department of Leadership Development**  
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 Instructional Support Center

The **Department of Leadership Development** serves the students of Gwinnett County by ensuring the most well-qualified individuals are recruited, trained, and selected for school and district level leadership positions.

Effective leadership is second only to effective teaching in impact on student achievement. The GCPS Leadership Development team identifies and trains emerging leaders and supports all school and district leaders with continuing development opportunities to drive world-class performance.

The district's Quality-Plus Leader Academy has three components. The most established is the **Aspiring Principal Program**, a selective year-long academy that prepares high-potential assistant principals to be the next generation of effective GCPS principals through classes, case studies, leadership simulations, and a 90-day residency. The academy has trained the leaders of over 80% of GCPS' schools. The Aspiring Leader Program prepares emerging leaders at the teacher level for assistant principal roles through a half-year academy. The District Leader Program ensures that GCPS has well-qualified leaders at the district office and that new district level leaders have the foundational knowledge needed to serve the system effectively in their new capacity. In addition to these programs, the department collaborates with universities to provide cohort preparation programs that are specific to the needs of Gwinnett County for future and current school leaders.

The Leadership Development team also provides development for leaders once they are in position. The team coordinates ongoing support for first- and second-year principals and assistant principals through a comprehensive leader mentoring program and just-in-time training modules. It also manages the School Administrative Manager (SAM) program, which supports principals in prioritizing time for instructional leadership over operational tasks. Other leadership training managed by the team includes Continuous Quality Improvement (CQI) training, new administrator training, and leadership seminars. The department plans, organizes, and directs the district's annual Summer Leadership Conference, the signature learning event for school and district level leaders.

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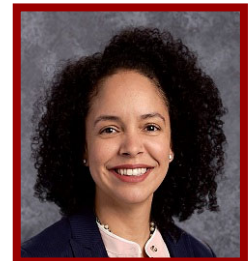
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