California Administrative Performance Assessment, CalAPA
Leadership Cycle #1
Analyzing Data to Inform School Improvement and Promote Equity

Overview

Leadership Cycle 1 focuses on effective equity-driven educational leadership and inform school improvement. Specifically, developing a plan that aligns with the site's collective vision through the use of multiple measures of data and root analysis to identify areas of need for equitable access, opportunities, and outcomes for all students. Through an inquiry process of investigate, plan, act, and reflect, the administrative candidate will perform an equity-gap analysis on three years of quantitative data and delve deeper into the analysis with qualitative data to identify a focus area and develop a problem statement that support their site's vision for equity. They will develop a plan, communicate the plan to key stakeholders and reflect on their learning.

Candidates' Tasks

For Leadership Cycle 3, the administrative candidate will need to:

1. **Investigate**: Select an area of interest and collect multiple sources of related quantitative and qualitative data for the school. Collect data across three years and conduct an equity gap analysis.

2. **Plan**: Identify potential causal factors (institutional and/or structural) to inform the development of a problem statement, defining a specific area of educational need related to equity.

3. **Act:** Develop potential strategies for equitable school improvement based on the problem statement. Gather feedback from a key stakeholder(s) about the feasibility of your proposed strategies.

4. **Reflect**: Reflect on your leadership capacity to analyze multiple sources of data, conduct an equity gap analysis, and develop a problem statement and potential strategies to inform school improvement and equity for all students.

Support Needed

To support the administrative candidate district and site administrators can:

- Provide access to the District LCAP, site School Plan for Student Achievement, and quantitative.

- Provide access and opportunity for administrative candidate to collect qualitative data.

- Discuss with the administrative candidate potential structural and institutional factors.

- Schedule time for the administrative candidate to communicating their plan of action to you and provide feedback on feasibility and potential roadblocks. Administrative candidate will revise their plan based on feedback.

- Assist administrative candidate in communicating their revised plan to other key stakeholders.

- Have a conversation with the administrative candidates to bring awareness of the school's contextual setting, the educators needs and strengths, students' needs and strengths, and the larger school community.