Principal Preparation for Excellence and Equity in Rural Schools (PPEERS)

PPEERS is a two-year program to prepare outstanding educators to serve as school administrators in high-needs rural schools.

PPEERS provides participants with full in-state tuition and fees for the Masters in School Administration and salary replacement during the second year for the 10-month, full-time internship at the entry level state assistant principal salary rate for 2017-2018 (see http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2017-18schedules.pdf).

Participation in PPEERS requires commitment of 4 years of service as a school leader to the participant’s district upon completion of the program.

APPLICATION 2018

Stage 1: Application to District
Stage 2: Application to UNCG

Application Deadlines
Stage 1: 6/1/18
Stage 2: 6/22/18*

*for applicants selected at Stage 1

The application process is open to all interested candidates who meet the selection requirements, characteristics, and assurances (described within) and submit all application materials as outlined in this document. Each partnering district has a limited number of openings; as a result, the selection of participants is a competitive process.
PPEERS is a partnership amongst the University of North Carolina Greensboro, the Southern Regional Education Board (SREB), and Chatham County Schools, Davidson County Schools, Lee County Schools, Montgomery County Schools, Person County Schools, Randolph County Schools, Rockingham County Schools, Stanly County Schools, and Surry County Schools.

Characteristics of Strong PPEERS Candidates

- Substantive (at least 5 years) teaching experience
- Strong instructional skills
- Experience using data to inform instruction
- Commitment to educational change
- Experience supporting the growth of teachers
- Commitment to serving in rural schools
- Strong social/emotional skills
- Value for diversity and difference in teaching, learning, and leadership
- Commitment to equity
- Growth mindset
- Commitment to serving in district
- Resilience and persistence
- Strong collaborative skills

Participant Assurances

- Participant holds a teaching license in North Carolina and holds at least a bachelor’s degree from an accredited institution;
- Participant will actively participate in and apply learning during the required 42 credit hour (10 courses and a 12-credit internship) program of rigorous UNCG coursework August 2018 – June 2020, earning a Masters of School Administration (MSA) degree and initial principal licensure;
- Participant will participate in a group-based practicum during Year 1 at a high-needs, rural case study school in her/his geographic region;
- Participant will engage in intensive week-long Summer Institutes in June 2019 and June 2020;
- Participant will create and implement a Personal Leadership Growth plan in consultation with her/his Leadership Coach;
- Participant will actively participate in Saturday seminars, study tour, Performance Learning Days, Mid-Internship Conference, and mock interviews as scheduled (see draft PPEERS 2 calendar);
- Participant will fully participate in the comprehensive, 10-month, full-time clinical internship August 15, 2019 – June 15, 2020 at assigned school and attend bi-weekly Thursday seminars during the internship.

District Assurances

- Support full-time clinical internship (financially and otherwise) for one academic year (2019 – 2020), allowing substantial leadership responsibilities under the direction of selected local principal(s);
- Use the NC Executive Evaluation Rubric to evaluate the participants;
- Strongly consider qualified program graduates for placement as school leaders in eligible schools.
- Provide up to two days of professional release time during Year 1 for completion of the collaborative case study.
A two-stage process will be used to select participants for the Principal Preparation for Excellence and Equity in Rural Schools (PPEERS) program at UNCG: **Stage 1 – District Application** and **Stage 2 - UNCG Application**. This application represents **Stage 1** of the process. Interested candidates who meet the rigorous selection criteria based on competencies predictive of success as a school leader outlined below should submit this application to District Point Person __________________________ by **June 1, 2018**.

### Applicant

Name: ___________________________ Date ___________________________

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### Application Materials Checklist

Before submitting your application materials, please review the checklist below to ensure your application is complete. Incomplete applications will not be considered for the PPEERS Program. Submit the following application materials by 6/1/18.

1) page 3 of Application & Current Résumé

2) three confidential letters of support (Current supervisor, grade-level chair, etc.)

3) 3 to 5 page personal statement that reflects commitment to education, instructional leadership and data use, and being an equity-oriented change agent

4) interview or video-recording (recording no longer than 8 minutes) of applicant responding to a district leadership scenario or a case study selected by the district selection team from the *Journal of Cases in Educational Leadership*.

PPEERS candidates who are selected by the District Selection Committee will move to **Stage 2**. Notifications will be made on or before 6/15/18 by the District Selection Committee.

### Disclaimer and Signature

I certify that all application materials submitted for the Principal Preparation for Excellence and Equity in Rural Schools (PPEERS) program (i.e., letters of support, personal statement, video-recorded performance, etc.) are a true and accurate representation of my qualifications.

Signature: ___________________________ Date: ___________________________

Submissions must be received by **6/1/18**.

Please submit all application materials to __________________________________________

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Prospective candidates chosen by the District Selection Committee will formally apply online to the UNCG Graduate School. PPEERS candidate applications are due to UNCG no later than 6/22/18.

### Applicant Criteria

The UNCG School of Education’s and Graduate School’s formal admission requirements specify the following:

- For the MSA program:
  - Grade point average (GPA) of 3.0 or better during the last half of the bachelor’s degree, or a GPA of 3.5 during the master’s degree; and
  - GRE or MAT examination scores if the candidate does not have a previous graduate degree or an undergraduate GPA of 3.0 or above (4.0 scale).

### Application Procedures

The Educational Leadership and Cultural Foundations (ELC) Department’s formal admission requirements:

- three letters of recommendation (can be the same as Stage 1) with a minimum of one recommendation from a principal/supervisor who has recent knowledge of the applicant’s leadership capabilities and potential;
- completion of the District-Verification-for-Principal-Licensure-Candidates. A document that needs to be signed by the school district agreeing to support the candidate in participating in authentic, action-oriented, service-learning, outcomes-based activities and a year-long 10-month internship August 2019 – June 2020;
- GRE or MAT scores if the applicant does not have a previous graduate degree or an undergraduate GPA of 3.0 or above (4.0 scale);
- transcripts from all universities attended;
- a written statement that clearly articulates the applicant’s interest in and potential for school leadership; and addresses the following:
  - Page 1: Briefly detail your professional goals and why you want to participate in the PPEERS program.
  - Pages 2-4: Respond to 2 of the 3 prompts listed here (Please title each topic accordingly.):
    1. Rural schools matter because …
    2. The most critical issue in rural education today is …
    3. The leadership of a school makes all the difference because …
  - a résumé that provides detailed information regarding the applicant’s previous professional and leadership experiences, including four years of professional education experience.
- After initial application screening, candidates will participate in an Interview Day. Interview Day will include simulations, performance tasks, and a panel interview that involves situational, dispositional, and aspirational questions. PPEERS 2 faculty and partner district leader will assess applicants during Interview Day.
- Final selection of participants for PPEERS 2 will be collaboratively determined by partner district leaders and UNCG leadership. Admissions decisions are based on an applicant’s full set of application materials. All evidence about a prospective student, including the criteria listed above, work experience, letters of reference and recommendations, the individual’s personal statement, district recommendation, and Interview Day performance will be thoroughly considered in making selection decisions. Candidates selected will be notified by UNCG on or before 7/6/18. PPEERS boot camp – which is required of program participants -- will be held 7/31/18-8/3/18, 9:00 AM – 4:00 PM at UNCG.

### Application Submission

Prospective students should apply online through [Apply Yourself](#).