



The HCDE Principals' Certification Academy Mission and Objectives

Our Mission

The mission of the HCDE Principals' Certification Academy is to provide an opportunity for outstanding administrators and/or aspiring educational leaders to participate in a rigorous, practical, job-focused administrative training program designed for two purposes: (1) successful completion of the State Board for Educator Certification/Texas Education Agency Texas Examinations of Educator Standards (TExES o68 Principal Test); and (2) to increase the knowledge and skill sets required for exemplary practice in the field of campus-level educational leadership.

Objective 1: The participant will consider the state's certification standards for principals; basic issues relating to why educational administration was selected as his/her profession; the participant's current status regarding career goals; attitudes and skills that facilitate credibility, trust, confidence, and becoming a leader who puts principles ahead of politics and people before self-interests.

Objective 2: The participant will learn the legal aspects of leadership, how to translate policies and procedures into practice, and how to create an effective and efficient building administrative handbook and other excellent management documents.

Objective 3: The participant will develop an understanding of the human relations aspects of leadership; the elements of moral and ethical leadership; how to develop personal and professional habits of quality; how to conduct and monitor strategic planning; and how to design fiscal and programmatic accountability.

Objective 4: The participant will learn how to design, implement, and evaluate curriculum; achieve efficient scheduling of instruction; identify new technologies for teaching and learning; and establish a campus culture of high expectations for learners, teachers, parents, and leaders.

Objective 5: The participant will review new systems of authority, leadership, and collaborative decision making at the building level; will learn to get organized personally and professionally for focus; and how to design and implement training and coaching involving all stakeholders.

Objective 6: The participant will become aware of new trends for educating children for a profoundly different future; will learn how to address the anticipated changes through campus planning, evaluation, communication, and accountability; will learn how to maintain safe and secure environments; will learn how to establish processes to assess and modify the plan; and will learn how to create local solutions to local problems.

Objective 7: The participant will conduct interviews with successful administrators and business/corporate/government leaders regarding critical leadership topics, and will network with other successful principals in the quest for excellence.

You will be involved in approximately 80 hours of practical, job-focused leadership training during the Academy sessions. These sessions are conducted by seasoned administrators, non-educator professionals, and business/corporate/government leaders; the content is comprehensive; the pace, intense. Following each session, you are required to conduct an interview with an educational or corporate leader to expand the material covered in the session.

This Academy Notebook will be your central guide throughout the Academy, and each session will include appropriate materials (originals supplied by the distinguished faculty) supporting the presentation.

Our Leadership

The Academy Director is Dr. Richard A. Griffin, Harris County Department of Education's Consultant for School Governance, Executive Leadership, and Fiscal Accountability. He has experience as a teacher and administrator at the elementary, secondary, and collegiate levels; director of special education; assistant superintendent for curriculum; and superintendent for three school districts – including ten years in the Conroe ISD. In addition to seven university degrees, he has completed the Management Program of Jones Graduate School of Administration at Rice University. Dr. Griffin has served on the Board of the Texas Business and Education Coalition, the State Cost of Education Advisory Committee, on the Advisory Council of the ConnectED Network of the American Productivity and Quality Center, as Visiting Scholar in the Center for Technology in Teaching and Learning at Rice University and currently as Adjunct Assistant Professor in the Department of Community Medicine at Baylor College of Medicine. He is a Certified Corporate Counselor by the American College of Counselors (and serves on the national board) and as a Certified (Diplomate) Psychotherapist by the American Psychotherapy Association.

Seasoned administrators experts in the specific fields of study are called upon to assist in session presentations, interviews, and as mentors.

The Conclusion

It has been said that poor leaders focus on yesterday's problems; good leaders, on today's problems; and outstanding leaders, on tomorrow's problems. Changes occurring today in our schools demand that school governance and management assume the vision of the

21st Century and create new programs and procedures ensuring cost efficiency as well as program effectiveness. It is the goal of the HCDE Principals' Certification Academy to assist in that quest.