

*San Francisco's Pathway to Leadership for Urban Schools (SFPLUS): Developing Great Leaders for San Francisco Unified School District –2014 Investing in Innovation Program Development Grant Application*

TNTP, in partnership with the San Francisco Unified School District (SFUSD), will develop our leading edge approach to addressing Absolute Priority 1, subpart a - Improving the effectiveness of teachers and principals by developing and implementing a model for principal preparation that deepens leadership skills demonstrated to improve student achievement. Over five years, TNTP and SFUSD will launch Pathway to Leadership for Urban Schools (SFPLUS), a residency and development initiative aimed at improving instructional leadership across the district by 1) building a pipeline of promising *new* school leaders to fill critical principal vacancies and 2) developing leadership talent in SFUSD schools. Successful SFPLUS residents will graduate after demonstrating they have the strategies to retain top teachers and achieve better outcomes for at-risk students. Project goals: 1) Create a pipeline of effective SFUSD school leaders; 2) Develop a system of cohesive school leadership supports for SFUSD; 3) Advance knowledge and capacity of SFUSD and the wider field to develop effective school leaders. Key outcomes: Only candidates who meet rigorous performance standards pass the program; 32 - 38 candidates participate in the residency over the grant period; At least 90% of graduates are hired for leadership roles in high-need SFUSD schools. At least 75 percent of schools led by program graduates demonstrate positive changes in school outcomes by their second year post-residency. An estimated 20,000 students stand to directly benefit from SFPLUS.