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**Quality Leadership Matters – The State
of Leadership Preparation in Texas**

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Thank you Madame Chair
Shapiro and Members of the
Senate Education Committee
for your Service and
Dedication to Public Education
and the Children of Texas

Organization of Presentation

- Provide Context - Flexner Report (1910)
- Supply and Demand for Principals
- Cost of Leadership Preparation
- Elements of Effective Leadership Preparation Program
- Quality Leadership Matters

Context

- Flexner Report (1910)
- National and State Standards are not enough.



Supply of Principals in TX

- 34 Public Higher Education institutions enrolled on average from 2007 to 2011 - 8067 declared majors per year in educational leadership/administration (see handout #1).
- These same 34 institutions produced an average of 1688 principal certified candidates per year (see handout #2).

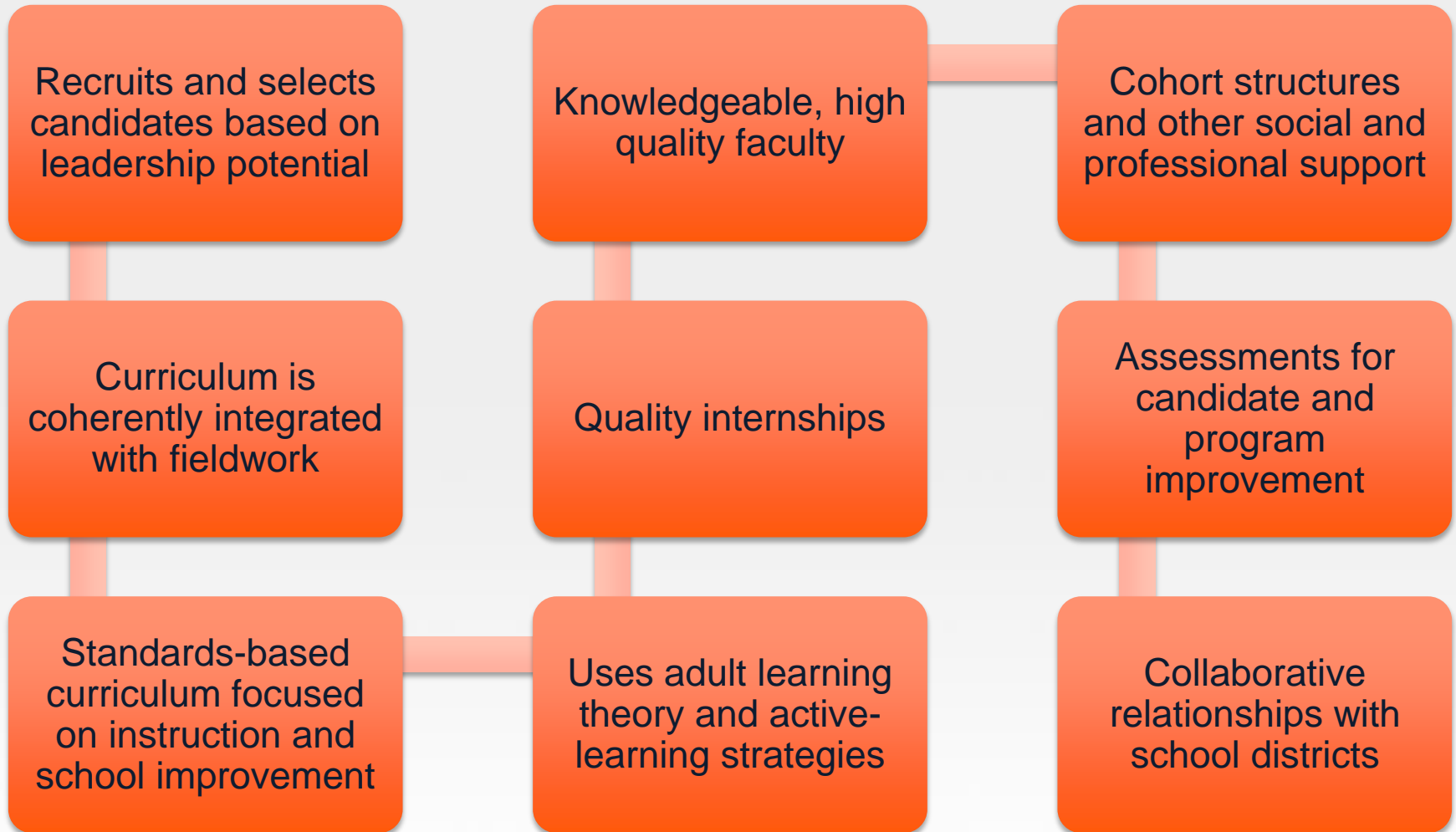
Demand for Principals in TX

- The annual demand for principals is approximately 500 positions per year.
- 52% of principals turnover within three years and it rises to 71% after 5 years.
- The turnover is for a variety of reasons including being moved to another school, leaving the profession, returning to teaching, being promoted to central office,

Cost of Leadership Preparation

- On average, the state subsidizes the cost of a degree at UT institutions at approximately \$5500/year (UT System Tuition/Revenue Analysis, 2012) - <https://www.utsystem.edu/OSM/files/researchbriefs/TuitionAndRevenueAnalyses-February2012.pdf>
- Texas invests \$44.37M per year to produce 1688 principal certified candidates on average.

Elements of Effective Leadership Programs



Quality Leadership Matters

- This is a systemic issue related to educator compensation, university funding, and disparate relationship between prep. programs and school districts.
- We could get rid of 50% of the preparation programs and not hurt the pipeline. In fact, with best practice policies, we could actually improve our investment in preparing leaders.
- Invest in fewer, yet more highly qualified candidates and provide best practice programs.

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