

Supervisory Support Program (SSP)

School supervisory personnel



Voluntary program for school/district supervisory personnel to develop and enhance effective leadership skills:

- *Confidential analysis of job performance is completed through a collegial and trusting collaboration of the supervisory personnel and program staff.*
- *A plan to upgrade skills is developed and implemented.*

Results



- *Administrators surveyed feel that the program has promoted their professionalism in their job.*

The Program

The Supervisory Support Program (SSP) is a professional, voluntary, and confidential site-based assistance and training resource for principals, assistant principals, and other supervisory personnel who recognize the need for further professional development, have received a formal warning or U-rating, would like to develop new supervisory strategies, and/or have a reasonable basis for requesting participation.

SSP meets client needs by developing a trusting close relationship that allows for objective and nonevaluative analysis of job performance. An individualized collaborative plan is developed and implemented for each client. The development of a collegial, trusting relationship between clients and SSP team members is a key feature of this program. Supervisory Support Program team members meet with individual supervisors in their schools each week. The number of hours of each meeting vary with need.

SSP was established as a joint effort between the New York City Department of Education and the Council of School Supervisors and Administrators. Program goals are designed to assist supervisors to:

- reach and maintain a high level of effective leadership,
- enhance and upgrade supervisory skills,
- extend the use of time management skills,
- improve staff development techniques, and
- develop new supervisory strategies.

Professional Development

Three days of initial training and follow-up consultation are recommended at either the developer or replicator site. Personnel need to be able to work with staff in elementary, middle, and senior high schools and in all programs offered. A variety of approaches to training is available:

- It is feasible for a skilled group to work independently with the replication manual and sample materials,
- A training session may be needed to analyze materials and to answer questions,
- Personnel may visit a New York City SSP team at work, and
- SSP team members could train and shadow personnel for a varying number of days, depending on budget and need.

Costs & Funding Options

Determining the scope and cost of implementation will depend on a number of factors: the total number of supervisors in a district, the total number of schools or locations, the location and proximity of schools, the background and training of the personnel selected, and the salary scale of the district.

Learning Standards

The program provides a mechanism for administration to improve their skills in leading their school's effort to address the learning standards.

Contact

Edith Soto Koenig
SSP Coordinator
16 Court Street
4th Floor
Brooklyn, NY 11241
718-852-3000
Fax: 718-403-0278
E-mail: edith@csa-nyc.org