

## Benchmark 3: P-16 Leadership Initiatives

### Hosted by:

Dr. Kimberly Woodson, Early College High School Project Coordinator  
Education Service Center Region 13

### Special Guests:

Dr. Janice Lombardi, Principal  
Trini Garza Early College High School, Dallas ISD

Dr. Tracie S. Rodriguez, Principal  
Collegiate High School and Branch Academy, Corpus Christi ISD

**Kimberly Woodson:** Benchmark 3, P-16 Leadership Initiatives. We know having shared leadership is a responsibility of the campus principal, to make sure that they're facilitating it. I want us to spend some time talking about who is on your leadership team? How do you comprise it? How do you organize it? Talk to us about that. And I'm going to start with you, Janice.

**Janice Lombardi:** Our leadership team is bifurcated. One, and the most important one, is the decision-making team which includes higher level folks at the college. They would include the dean of academics or the president, and the counselors, and the liaison (institute of higher education). That's where specific decisions might be made regarding big picture items. The second leadership team is one that does the pragmatics, the logistics. They enroll the kids, they advise the kids at the college, they advise them at the high school. That team consist of counselors, IHE liaison, certainly the principal, and anyone else that may be invested in college achievement on our campus.

**Kimberly Woodson:** Tracie?

**Tracie Rodriguez:** I absolutely agree. In addition it is really important to build leadership within your operation. Janice spoke about the IHE in regards to building some key stakeholders as well as decision makers. There are some campus responsibilities as well that are just as important, or equally as important, from student leadership teams, to advocacy teams, to instructional teams. We call them design teams. We have an instructional design team and we have a technology design team.

We do a lot of student reflection. All the changes that go into our school, or enhancements, are a result of student voice. I think it's really important that we ensure that student voice is being included within those decisions and that they're then transferred to the decision makers of the IHE as well as the ISD (independent school district) as to what students are telling us as per their experience. So we have voice at each one of those levels. I think it's really important as we continue to assess and grow and enhance. The students we have today will obviously be different in five years then in another 10 years. To be progressive with changes it's really important that the student voice as well as the instructional staff voice, operational voice be inclusive to those IHE and ISD partners.

**Kim Woodson:** Great. Let's talk about how your campuses, your leadership team, and you address these successes? And also, with all these changes, how do you outline ways for improvement?

**Janice Lombardi:** The successes that we have are communicated weekly through the whole community college district via a newsletter. Our community college has actually given us an entire segment of the

*Good News* at our early college. So that is one way that we communicate. Certainly we are involved, and our dual credit adjunct faculty are involved in professional developments, faculty meetings, and sometimes department meetings. So there is some communication of successes and certainly of needs at the point too.

**Tracie Rodriguez:** In addition, I would add that we do a lot of email blasts in addition to newsletters. Email blasts to the community, to the college personnel, to our families. Anything that will showcase and/or recognize the work within the school for those especially that may not know enough or think they know it's very clear. We feature academic recognitions, we feature opportunities for community support. We feature instructional components or thematic approaches. We look at technology trends and how our students are keeping up to date with college transition. We try to keep current so that students, parents, and community recognize that we are trying to be sure they are abreast of what is current.

**Kim Woodson:** Absolutely. Ladies, thank you very much for sharing your feedback, your responses, and some of the best practices that you've implemented on your campuses to address Benchmark 3, P-16 Leadership Initiative.