

# PASS: Impactful, Systemic, Scaleable, Accountable, Evaluated

## Origins of PASS

- started at seven schools in 2000 -- brainchild of the Florida Council of 100 and partnered by South Florida Annenberg Challenge, Council predecessor organization
- conceived as partnership -- corporate leaders get involved at a school, help Principals develop leadership, and share business best practices to improve schools and achievement

**The implementation and growth of PASS has undergone comprehensive evaluation. The goal was to create a program that would produce improved and sustainable student achievement results.**

## Scale-up & spread of PASS

- scaled-up from 7 models in 2000, to 64 school and special models in 2007
- spread from 6 counties in 2000, to 12 counties
- incorporated three key best practice activities identified from evaluation results:
  1. *implement data analysis to benchmark student performance*
  2. *use incentives and rewards to motivate staff performance*
  3. *engage parents, business, and community*
- expanded the partnership base of corporate leaders to fund PASS and mentor Principals
- involved employees of PASS CEO's in volunteering at PASS schools, increasing support/assistance base for the school, and to achieve school objectives and goals

## Scale-up: New PASS variations

**Executive PASS:** mentoring model partnering corporate leaders and Principals to work on targeted school improvement and increased student achievement. It incorporates PASS best practices and there is no "formal" financial commitment.

**STATUS:** Partnership with Miami-Dade Schools; 13 current Executive partnerships in specially selected urban schools; actively involved corporate leaders.

**FUTURE:** **Unlimited potential to spread and replicate in districts, cities, and regions. Presently the Council and Miami-Dade schools are exploring the expansion of this program. Other districts have expressed interest.**

**Municipal PASS:** a local government (city or county) helps sponsor and administer PASS school models, and recruits the business partners. The partnership is strengthened through the direct involvement of the participating government entity.

**STATUS:** first Municipal PASS program being implemented at seven St. Petersburg schools in partnership with Mayor Rick Baker's office; Mayor tapped CEO's and community organizations for financial and partnership commitment

**FUTURE:** **High potential to scale-up with government and civic groups who are on board with the focus on Principal Leadership as the key to improve schools and student achievement through the power of partnership.**

## Programs emanating from PASS

- applied PASS lessons learned and evaluation results focused on school-based leadership to formulate new Council programs, activities and tools:
  - Leadership Academies*
  - Leadership Forums*
  - Principal Portal*
  - SPSnapshot*
  - Florida School Report Best Practices*
  - Accelerated School Administrator Program*
  - Leonard Miller Principal Leadership Award*
  - Wachovia Teachers and Teaching Initiative*
- embedded PASS research on Principal Leadership and the dimensions and skills needed to be a Principal leader into FLDOE and USDOE grant programs. These programs currently serve more than 500 Teacher Leaders, Assistant Principals, and Principals in Florida.
- used PASS school network to field test, pilot, and administer programs and program components such as the Leadership Academies; Wachovia Teachers and Teaching Initiative (develops and retains new/beginning teachers at PASS schools); Florida School Report student performance data display; and SPSnapshot
- tapped PASS network of Principals, Coaches and Program administrators to start and scale-up statewide network of Principal mentors and guides. They now assist nearly 2,000 school leaders who participated in programs, activities, and events

**PASS has been a strong factor in the Council's successful acquisition of \$3.89 million grants. PASS best practices are reflected in grant program elements and activities. PASS schools in the statewide network are used as program sites. Resulting grant programs served thousands of school-based leaders over the last few years, and tens of thousands of students by extension. Positive PASS experiences have also motivated many PASS CEO's to become more involved in education, including other Council work.**

## Systemic improvement contributed by PASS

- shared PASS research (including specially solicited PASS educational and corporate leader input) with FLDOE, to help develop newly adopted state Principal Leadership Standards
- prioritized importance of Principal Leadership preparation and other PASS elements by institutionalizing PASS in state budget—3 years
- used PASS as a springboard to increase corporate involvement and support—numbers, locations, and intensity of partnerships
- used PASS to motivate districts, schools, and educational organizations to prioritize leadership development, best practices, data analysis, and business partnerships; now working with 60 districts
- focused on accountability through objective evaluation, tying results to performance and achievement indicators

Peter Rummell was the FC100's Task Force Chair to Close the Gap in Education when PASS was initiated. He observed:

***“By inspiring more people to become passionately involved in what is happening in individual schools, PASS exemplifies how Florida's commitment to excellence in public education can be achieved—one school at a time.”***

**PASS has transformed the nature of business/education partnership in Florida. It is now more widespread, systemic, and meaningful. It has raised the level of government, foundation, business, and community support for education partnerships that focus on raised student achievement through leadership development.**

**For more information, please contact Executive Director and President, Dr. Elaine Liftin  
Council for Educational Change 3520 S. University Drive Davie, FL 33328 954.727.9909  
[www.changeeducation.org](http://www.changeeducation.org)**