



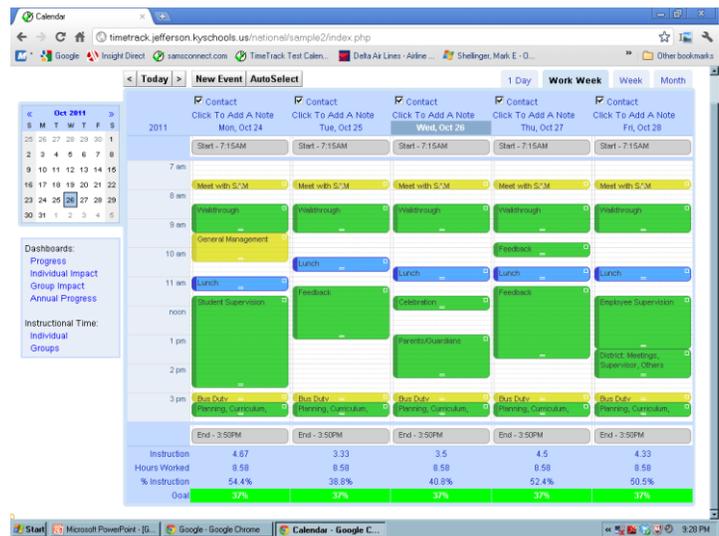
What is SAM®? SAM is a professional development process using a unique set of tools to change a leader’s focus from management tasks to instructional leadership—activities directly connected to improving teaching and learning. Over 700 schools and principal supervisors in twenty-one states contract for SAM services. ***All principal supervisors*** in Prince George’s County Public Schools, Maryland, Cleveland, Ohio and Hillsborough County (Tampa) Public Schools use the SAM process to improve their impact on principal practice.

Does it work? Yes. Independent and external research has determined that principals/district leaders gain the equivalent of 27 extra days of instructional leadership time in their first year using the SAM process. (PSA, 2011) By the third year

the gain of instructional leadership time exceeds 55 days. The process is designed to help the principals and district level leaders be reflective about how to best work with others to improve teaching and learning.

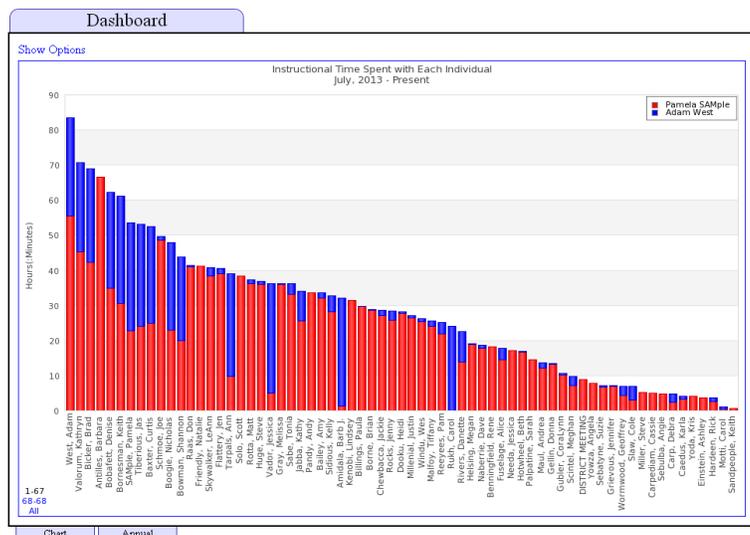
What is a SAM? A SAM is a person or team of staff members who meet with the principal supervisor each day *to schedule* instructional leadership time, *reflect on impact* and develop a *plan to improve principal and/or teacher practice*. Principal supervisors use existing staff, usually a secretary, principal supervisor colleague or other instructional leader as their SAM(s). Many districts use the SAM role as a training ground for aspiring leaders. All six of the Wallace Pipeline Initiative districts use the SAM process.

What is TimeTrack® ? TimeTrack is a cloud based calendar that the leader uses like a lesson plan. The calendar tracks time spent with individuals and provides specifics about the work. TimeTrack graphs and charts are used in a daily meeting by the principal supervisor and SAM team to determine next steps and track time use. TimeTrack also includes advanced and patent pending features found nowhere else including an interactive graphing/charting system using the principal supervisor standards and NoteTrack™, a narrative system that archives the leader’s notes on the work with each principal or teacher. TimeTrack also allows the principal supervisor to track work connected to standards, including the new principal supervisor standards, and district-specific work or projects.



How was the SAM process created? The Wallace Foundation funded the initial work. Mark Shellinger, a former teacher, principal and superintendent, created the process and tools. The initial pilot showed promising results and a positive correlation with student achievement. The Foundation supported replication, development and research for nine years. Mark now directs the

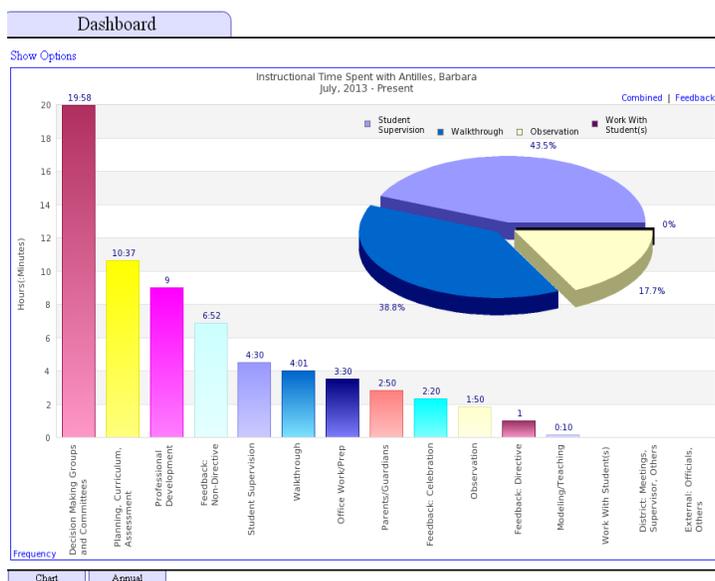
National SAM Innovation Project (NSIP), a non-profit corporation providing SAM implementation.



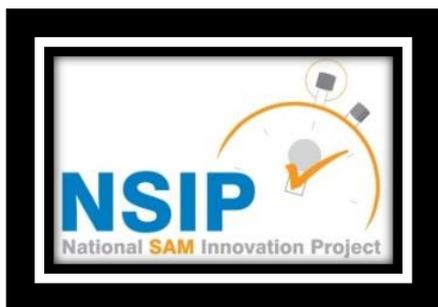
Is the SAM process expensive? No. NISP contracts with districts and schools at an annual rate, or fee, that declines each year as capacity is developed locally. SAM is not a program. It is a professional development process a principal uses to do the good work the school and district has determined will best help students. The first year fee is \$12,900 and includes services for the principal supervisor and SAM team members. This fee can decrease by up to 30%

each year as capacity is developed at the school and district level.

What services are included? NSIP starts with a readiness training workshop for the principal supervisor and SAM team. Time/Task Analysis™, or shadowing, is then conducted for one week to determine current time use. NSIP then provides two weeks of on-site training and support to implement TimeTrack, the SAM Daily Meeting and First Responders. NSIP continues this support with monthly visits by a Time Change Coach and professional development support. The annual service fee also covers all expenses for the SAM team, except airfare, to attend the NSIP annual national conference.



Where can I learn more? Start with a visit to the NSIP website, www.SamsConnect.com. Then, view video interviews with SAM leaders and take a look at the research reports. NSIP also provides a full range of coaching and professional development support services for school leaders.



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