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June 19, 2006

Copyright Permission

Richard Flanary
National Association of Secondary School Principals
Center for Professional Development
1904 Association Drive
Reston, VA 20191-1537

Dear Mr. Flanary-

I am writing to request permission from The National Association of Secondary School Principals (NASSP) to use the following material for research purposes. Specifically, I would like to reprint the skills and definitions provided for in the assessor's notebook, pages 3 and 85 of *Selecting and Developing the 21st Century Principal*, as well as the skill rating overview sample depicted on page 87.

This research is being conducted as partial fulfillment of the requirements for the degree of Doctor of Philosophy in Educational Leadership and Policy Studies at Virginia Polytechnic Institute and State University in Blacksburg, Virginia. The dissertation is entitled *The Effects of Engagement in Field Experiences on Principal Quality*. The dependent variable, readiness to lead, will be measured by voluntary submission of assessment center results. This measure was selected because of its unique standing as a high-quality performance assessment of principal leadership skills.

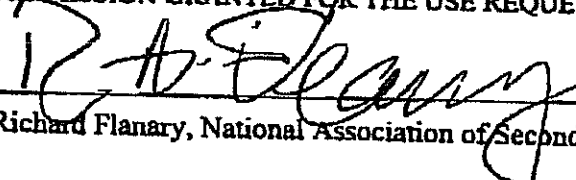
A description of the skills measured in the Assessment Center is a necessary part of the dissertation. As a certificated assessor, I understand the need to protect the specific tasks and simulations that are incorporated into the assessment. No proprietary information will be disclosed other than the specified information on pages 3, 85, and 87 as shown below.

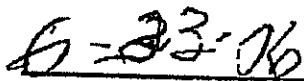
The requested permission extends to any future revisions and editions of my dissertation, including non-exclusive world rights in all languages, and to the prospective publication of my dissertation by UMI Company. These rights will in no way restrict republication of the material in any other form by you or by others authorized by you. Your signing of this letter will also confirm that NASSP owns the copyright to the above-described material.

If these arrangements meet with your approval, please sign this letter where indicated below and return it via fax number 540.381.5113. Thank you very much.

Patricia Gaudreau
Doctoral Candidate
Educational Leadership and Policy Studies

PERMISSION GRANTED FOR THE USE REQUESTED ABOVE:


Richard Flanary, National Association of Secondary School Principals


Date