Taking Wallace Research to Practice:

Five Key Practices of Effective Principals

National Association of Elementary School Principals and The Wallace Foundation Webinar Series

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The School Principal As Leader: Guiding Schools to Better Teaching and Learning 2013

Since 2000, the Wallace Foundation has published more that 70 reports on leadership.

www.wallacefoundation.org
www.naesp.org
Five Key Practices

• Shaping a vision of academic success for all students.
• Creating a climate hospitable to education.
• Cultivating leadership in others.
• Improving instruction.
• Managing people, data and processes to foster school improvement.
Which one do you think is the most critical?

- Shaping a vision
- Creating a positive climate
- Cultivating leadership
- Improving instruction
- Managing for school improvement
Moderator, Carol Riley
Associate Executive Director, Professional Learning

Susan Holiday, Principal
Gladys Noon Spellman Elementary School
Prince George’s County Schools
Maryland

Kimberly Washington, Principal
Hyattsville Middle School
Prince Georg’s County Schools
Maryland
Deliberate Actions that Lead to a Positive Climate

Susan Holiday
Gladys Noon Spellman Elementary School
Prince George’s County Schools
Maryland
Demographics and School Information

- K-6 School
- Free or reduced lunch: 85%
- ESOL Students: 33%
  - 4 ESOL Teachers
- Self Contained - K-2
- Departmentalized - Grades 3-6
- School-Wide Title I Program
- 500 Students
Deliberate Actions that Lead to a Positive Climate

Kimberly Washington

Hyattsville Middle School
Prince George’s County Schools
Maryland
Demographics and School Information

- Grades 6 - 8
- Free or reduced meals: 77%
- SPED: 10%
- ESOL Students: 21%
  - 2 ESOL Teachers, 2 ESOL Paraeducators
- Creative & Performing Arts Program
- Targeted Assistance Title I Program

814 Students
What specific behaviors can principals employ in creating an environment where these five key practices can thrive?
Shaping a vision of academic success for all students.

Wallace research says, “Effective leadership begins with the development of a school-wide vision of commitment to high standards and the success of all students.”
Shaping a Vision for Academic Success for All Students
(What Does It Look Like in a School)

• School Mission and Vision Statement
  – How is this developed?

• School Motto
  – Example: *Respectful, Responsible and Ready to Learn.*
Trust Begins with the Principal

• Have an Entry Plan
  – Measure the current conditions before you institute change
  – Listen actively/empathetically
  – Gather as much information as you can possibly consume, then gather more.

• Establish purposeful channels of communication
• Treat people with the degree of professionalism you believe you deserve
• Be reasonable
• Eliminate fear
• Use Good Judgment
• Own your mistakes
Creating a climate hospitable to education

Wallace research says, “School leaders create an atmosphere in which students feel supported and responded to.”
Creating a climate hospitable to education
(What Does It Look Like in a School)

• Transparency
• Deliberate Behaviors
• Feedback
• Receptiveness
Transparency

• Be explicit with what you are going to do and why you are going to do it.

• Inform all stakeholders about your methods of communication.
Deliberate Behaviors

Be strategic with your actions when you speak with stakeholders.

Each stakeholder has a different need. Find that ‘need’!
The Refining Process
Communication and Asking the Right Questions

Questions are guaranteed in life; Answers aren't.
Receptiveness

- Stakeholders will always share their thoughts. Just listen!

- The majority of people want to make their school a great place. People want their voices heard.
Cultivating Leadership in Others

Wallace research says, school leaders “make good use of all the skills and knowledge on the faculty and among others, encouraging the many capable adults who make up a school community to step into leadership roles and responsibilities.”
Cultivating Leadership in Others
(What Does It Look Like in a School)

• Distributive Leadership

• Collaborative Effort

• Collective Knowledge and Wisdom
Improving Instruction

Wallace research says, “Effective leaders focus laser-like on the quality of instruction in their schools.”
Improving Instruction
(What Does It Look Like in a School)

• Laser-like focus on quality of instruction
  • Focused observation with timely, actionable feedback
  • Teacher collaboration and professional learning
Teacher Collaboration and Shared Purpose
Managing People, Data and Processes to Foster School Improvement

Wallace research says, “Effective leaders hire well and know how to retain the high performers. They also know how to give their teachers the backing they need to thrive.”
Managing People, Data, and Processes to Foster School Improvement
(What Does It Look Like in a School)

• Thoughtful, intentional hiring practices

• Quality administrative support

• Systematic Approach
  – planning, implementing, supporting, advocating, communicating, and monitoring
Exceptional Teacher Application Process

1. Informal Walk-Through
   - Visit desired content area classes

2. Model Lesson
   - Teach a lesson

3. Video Observation
   - Plus/Delta analysis

4. Panel Discussion
   - Meet with a HMS panel
Three Keys to Maximizing Impact

• Leading Learning

• Being a District and Systems Player

• Becoming a Change Agent
Establish **Purposeful** Channels of Communication
Five Key Practices of Effective Principals

Q & A

Write your questions for the presenters in the chat box.
Be Open and Honest and Accepting of All

THANK YOU
Susan Holiday
Kimberly Washington

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Future Webinars

Taking Wallace Research to Practice

*Five Key Practices of Effective Principals*

**February 2, 2015, 4:00 p.m. – 5:00 p.m. (ET)**

*Missy Lennard, Principal, Stowers Elementary School*
*Julie Hasson, Principal, Symmes Elementary School*
*Hillsborough County, FL*

**February 18, 2015, 4:00 p.m. – 5:00 p.m. (ET)**

*Theresa West, Retired Principal, McNair Elementary School, Herndon, VA*
*Carol Riley, Associate Executive Director, Professional Learning and Outreach, NAESP*

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THANK YOU!

Carol Riley
Susan Holiday
Kimberly Washington