

National Principals Month Webinar

The Challenges and Successes of Principal Recruitment and Retention



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Tuesday, October 1, 2019
3:00 - 4:00 p.m. (ET)

Goals and Objectives

We aim to:

- highlight recent research on the principal pipeline
- share insights on attracting new principals to the school leader role
- discuss how to reduce turnover and better support principals

POLL QUESTION

What is your current role?

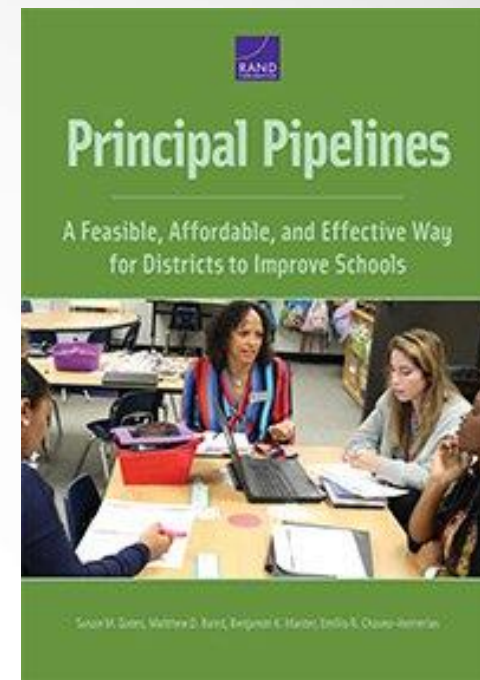
- elementary principal
- middle school principal
- secondary principal
- district staff
- higher education faculty
- other (please comment in the Chat box)

The Wallace Foundation's Principal Pipeline Initiative

Six urban school districts awarded \$7.5-\$12.5 million:

- Charlotte-Mecklenburg Schools, NC
- Denver Public Schools, CO
- Gwinnett County Public Schools, GA
- Hillsborough County Public Schools, FL
- New York City Department of Education, NY
- Prince George's County Public Schools, MD

After three years, these districts saw statistically significant benefits for student achievement and principal retention.



[From the Wallace Foundation's School Leadership Knowledge Center](#)

Jamon Flowers



Jamon Flowers is a doctoral student in the Educational Policy, Planning and Leadership Program for K-12 Administration at William & Mary. He is a graduate assistant in the School Leadership Institute, which provides professional development to administrators and teachers across the state of Virginia. He has earned degrees and certifications from the University of North Carolina at Charlotte and the University of Minnesota. Prior to the doctoral program, Mr. Flowers served as a principal, assistant principal, instructional coach, and teacher. Additionally, he has presented at multiple conferences and participated in several professional institutes focused on advocacy, leading, teaching and learning.

Percentage distribution of principals (~98, 277 public school principals)

School Type/Characteristics	Black	White	Hispanic
Public schools	10.5	77.7	8.9
City	20.1	60.8	14.9
Suburban	9.4	78.5	10.2
Rural	4.5	89.7	3.1

Percentage of principals who thought they had a major influence on decisions concerning various activities at their school

School Type/Characteristics	Determining professional development for teachers	Setting discipline policy	Deciding how to spend their school budget
Public schools	69.1	73	60.4
City	71.5	69.2	61.3
Suburban	65.7	71	64.5
Rural	71.2	77	55.4

3 Rs (Re-recruit, Recruit, and Retain)

- Re-recruit – Who do we have?
- Strategic/purposeful recruiting – Who wants to be a principal?
One size does not fit all
- Retention – What are we offering for those to remain? What structures are in place to support non-experienced and experienced principals?