

New Principal Connection

Insights from new principals, for new principals

In the first survey of 2019-2020, NAESP sought feedback on how the school year started and what early career principals hope to accomplish this school year. This report reflects responses from pre-k-8 principals across the nation.



Who Makes up the 2019-2020 National Panel of New Principals?

- 37% of panelists are first-year principals, 64% are second year principals.
- 21% of panelists are 50+ years of age. The 40-49 age bracket contains 46% of panelists, and 33% are ages 30-39.
- Over 50% of panelists were Assistant Principals prior to becoming a Principal.

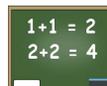
What Types of Schools are Represented?

The majority of new principals surveyed (84%) lead public elementary schools.

- 37% identify their school setting as Title I.
- 62% have between 21-40 teachers on staff followed by teaching staffs of 11-20 (13%), 41-50 (12%), 50+(10%), and 1-10 (3%).
- School enrollment totals 400-599 for 38% of panelists and 200-399 for 30% of panelists.
- English language learners make up less than 10% of students for close to 70% of new principals surveyed.



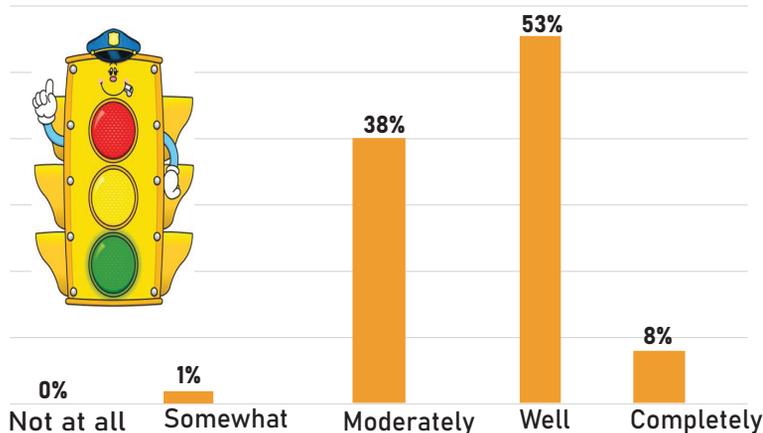
School Opening Statistics



Percentage of new principals who reported “very strong”



Preparedness Level for the New School Year

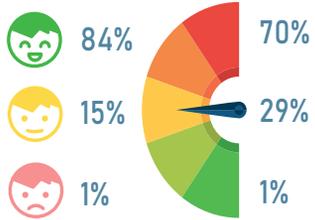


Top 5 School Challenges

- Student wellness and mental health (64%)
- Student academic achievement (44%)
- Student discipline and behavior (37%)
- Closing the student achievement gap (36%)
- Parent engagement (25%)

Satisfaction, Stress Level, and Workload

These past few weeks, how _____ was the job?
satisfying stressful



Average **hours per week** new principals worked since beginning of school year



Despite long hours and high stress levels, new principals find the job satisfying overall. Looking ahead, **64%** plan to remain a principal for 5-10 more years.

Professional Goals

New principals hope to strengthen these areas:

- Being an effective instructional leader **77%**
- Working productively with staff **53%**
- Achieving healthy work/life balance **48%**
- Managing time/setting priorities **41%**
- Growing professional skills **26%**



Most Important District-level Initiatives and Directives New Principals are Tackling in 2019-2020

- Diversity, equity and inclusion
- Social emotional learning
- Integrating culturally responsive teaching into daily practice
- Improving writing instruction
- School culture
- Professional learning communities
- Literacy
- Restorative/reflective practices
- Collective efficacy around the school-wide positive behavioral interventions and supports programming
- Identifying areas of growth for students and staff
- ESSA targets: students with disabilities and African American students
- Assisting teachers in becoming data literate
- Collaboration/walkthroughs and feedback
- Goals, action plans, student scorecards
- Working with teachers to engage students in the classroom
- Improve student achievement and proficiency through data analysis in reading and mathematics
- Implementing a new writing curriculum
- Closing the math achievement gap for special education students
- Implementing a new reading curriculum
- Student attendance
- Implementing new computer programs
- Raising test scores
- Making lessons more engaging
- Student-specific academic planning
- Grading and assessment practices

New Principals Recommend
These Resources!

- *Lead with Culture: What Really Matters in Our Schools* by Jay Billy (2018)
- *Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.* by Brené Brown (2018)
- *Good to Great: Why Some Companies Make the Leap...and Others Don't* by Jim Collins (2001)
- *One Piece of Paper* by Mike Figliuolo (2011)
- "Six Mistakes People Make in Response to Change" - Focus 3 Blog (2019)
- *Culturally Responsive Teaching and the Brain* by Zaretta L. Hammond (2014)
- *The Best of the Marshall Memo* by Kim Marshall and Jenn David-Lang (2019)
- *Hacking School Discipline* by Nathan Maynard and Brad Weinstein (2019)
- *Rethinking Elementary Education* - a Rethinking Schools Publication (2012)
- *Fair Isn't Always Equal: Assessing & Grading in the Differentiated Classroom* Second Edition by Rick Wormeli (2018)
- *Principal* magazine - NAESP (quarterly issues)
- "5 Key Practices that Shape School Leaders" - NAESP webinar (2019)

Reminder New principals are admitted to the panel on an ongoing basis! Invite your new principal colleagues to join at www.newprincipal.org.



About the Panel

NAESP's National Panel of New Principals is the first and only national program dedicated to gathering and sharing the experiences of new and early career principals in rural, urban, and suburban schools across the country.

Learn more at www.newprincipal.org.

About NAESP

The mission of the National Association of Elementary School Principals (NAESP) is to lead in the advocacy and support for elementary and middle level principals and other education leaders in their commitment to all children.

Visit www.naesp.org for more information.