

*"Education is the passport to the future, for tomorrow belongs to those who prepare for it today." -Malcolm X*

# NEW PRINCIPAL CONNECTION

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## THIS ISSUE

*Optimize Systems*

## Launch Your Leadership for Next Year

1. Meet with the office staff to discuss office operations and your expectations for the office tone and climate.
2. Schedule meetings with your teachers and staff.
3. Meet with the custodial team. Have them take you on a tour of the building and grounds. Look for areas needing attention.
4. Meet with parent-teacher organization leadership.
5. Start to design the agendas for your first meetings and ceremonies.

[Learn more](#)

## TRIALS OF A FIRST YEAR PRINCIPAL: REFLECTION BRINGS REJUVENTATION

BY CHRISTOPHER BAILEY  
NAESP **COMMUNICATOR**

Wow! August seems like a lifetime ago. Yet, here I sit with the school year complete, in a quiet office. There is no buzz of student activity. The phone activity has slowed to a crawl. And the school staff has mostly departed for the summer. While the list of summer tasks is long and the urgency to prepare for the next school year is palpable, I find myself needing to slow down for a few minutes and reflect on the school year.

[Read more](#)

## **What are the most important qualities you look for when hiring teachers?**

- Versatile, highly skilled, great communicator.
- Dedication toward students, team player, collaborator, empathetic, strong pedagogy.
- Flexibility, professionalism, willingness to learn and grow, and intentional focus on serving and supporting students.
- Understand professional learning community (PLC) concepts, be coachable, and introspective.
- Up-to-date knowledge on instructional practices and how they work with others.
- Care, compassion, and desire to do what's best for children.

## **What is your likely strategy for addressing achievement gaps and what resources will you be using?**

- Professional learning consistently provided throughout the year to support the implementation of social-emotional learning curriculum and framework.
- Building a schedule that supports daily English language arts and math intervention time, differentiated reading instruction, and PLCs to discuss growth/goals on a regular basis throughout the year.
- Creating interventions and enrichment groupings using district-provided programming (DreamBox, Lexia Core, etc.)
- We are moving to a different more flexible schedule next year where students have more choice and design in their day. We hope this increases engagement and opportunities for support/extension for all.
- Examining grade level teaching practices to differentiate, offer after school programs, and differentiated small group instruction.
- Doing a better job of Tier I and II interventions.
- Curricular adaptation with supplemental intervention. We are using Elementary and Secondary School Emergency Relief funds for short-term intervention teachers and content coaches.\*
- We use Visible Learning as a district which aligns with posting and discussing our learning intentions and success criteria daily with the students. We have some supplemental technology programs to use with students requiring response to intervention.

*\*The funding distributed to districts/LEAs through the Elementary and Secondary School Emergency Relief Fund infuses \$13.2 billion into K-12 education to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the nation.*

# TOGETHER, WE ARE ENOUGH

BY DARWIN L. MASON JR.  
NAESP COMMUNICATOR

Tragedy has become commonplace in our world these days. I know my school, John Early Museum Magnet Middle School in Nashville, has received more than its fair share.

Prior to the coronavirus pandemic of 2020, our school was greatly impacted by a tornado that destroyed parts of our city. Many of our families and teachers were without their basic survival needs. Some families had no electricity in their homes; some had no homes.

[Read more](#)



## **As you close out your first or second year of principalship, what is one piece of advice you would give yourself, one year ago from today?**

- "Just keep swimming!"
- "You and your staff/students will grow through this!"
- "Don't take everything personal. Stick to what you know, ask for help and believe in yourself."
- "Be mindful! Pause, breathe, repeat! Be flexible, always be prepared for the unexpected. Stay connected, collaborate with colleagues, it is your secret weapon."
- "Use your mentor more. Be aware of your leadership style and when it may rub others wrong. You will survive."
- "Do less and obsess - focus on what you can control and work on make it the best it can be."
- "Breathe! It will work out how it is supposed to."
- "Be patient, change takes time, Be patient, don't feel the need to rush to respond to every matter immediately, think through your responses and possible outcomes. Continue to not take things personally."
- "Do not be afraid to ask for help."
- "Learn to be flexible and go with the flow. The most effective and well-structured plan will require adjustment."
- "Identify what is controllable and what is not."