Strategies, Ideas and Lessons for Early Career Principals to be Successful

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4:00 – 5:00 p.m. ET

In partnership with the Wallace Foundation
Webinar Panel Introduction

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Andrew Lindsay
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Effective Leadership Strategies to Listen, Collaborate, and Empower Staff Members

Topic Lead: Dr. Christopher Bailey
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Equitable School & Student Outcomes

Leadership Behaviors
- Engaging in instructionally focused interactions with teachers
- Building a productive climate
- Facilitating collaboration and professional learning communities
- Managing personnel and resources strategically

Equity Lens

People
- Human development and relationship skills (e.g., caring, communication, trust)

Instruction
- Skills to support teachers’ classroom instruction

Organization
- Management skills that transcend schools (e.g., data use, strategic thinking, resource allocation)

Skills

SCHOOL, DISTRICT, AND POLICY CONTEXT

You got the job! Now what?

Phase I: Pre-entry - Listening & Learning

Phase II: Transition - Listening, Learning, Analyzing, & Synthesizing

Phase III: Entry - Listening, Learning, Leading, & Progress Monitoring
● Standard meeting agenda for ALL campus meetings
● Feedback Friday
● Stay one season ahead
● Leverage current systems of communication when possible
Strategies That Develop Skills in Observation, Organization & Dealing With Tough School Situations

Topic Lead: Laura Gazda
Gazdale@pwcs.edu
- **People**: “We focus on three components highlighted in the literature: caring, communication, and building trust.”

- **Organizational Management**: “Principals need skills to manage a complex organization.”

- **Managing Personal and Resources**: “Some scarce resources that principals manage strategically are intangible. One is time.”

- **Engaging in Instructionally Focused Interactions**: “making teacher evaluation successful is to implement evaluation well, especially the teacher observation component.”
How to Help Control the Beautiful Chaos

**What you can control:**

1) Observation Planning and Processes

1) Organization: School wide and personal calendars, know your district due dates/important dates, plan as much for the year and put on the calendar as possible, create a process/procedure for everything (subs, duties, cafeteria, buses, assigned seating, COVID protocols, discipline, communication, and more)

1) Dealing with Tough Conversations: Tackle difficult conversations immediately. Beware of staff that come to you first as a new Principal.
How to Help Control the Beautiful Chaos

What Processes and Organization work for you?

What is something challenging you with observations, organization or tough conversations?
How to Help Control the Beautiful Chaos

What Processes and Organization work for you?
How to Use The Power of Networking and Collaboration with Other Principal Colleagues

Topic Lead: Farrell Thomas
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Facilitating productive collaboration and professional learning communities - Strategies that promote teachers working together authentically with systems of support to improve their practice and enhance student learning.
Affinity Groups

- A group of people linked by a common interest or purpose
- Talk it out - safe place
- Experience; mistakes; successes - “Each one, teach one”
- [https://journals.library.columbia.edu/index.php/cswr/announcement/view/275](https://journals.library.columbia.edu/index.php/cswr/announcement/view/275)

Networking & Collaboration

Bold leadership Consultants - [www.boldleadershipconsultants.com](http://www.boldleadershipconsultants.com)

#BOLDisAChoice
Organizations

- National
- State
- Local
SEL’s
Shared Educational Leadership Strategies

- Resources
- Practices
- Professional development

**Networking & Collaboration**

Culture & Environment:
Resource shared by Eric Sacco - Principal CCGS - CCMS
Kansas

Procedures & Practices
Resource shared by Dr. Carlos Grant
Principal Wade Hampton High
South Carolina
Social Media

- Twitter
- LinkedIn
- Podcast

Networking & Collaboration
How do you network and collaborate with other principals, assistant principals, and administrators?
Ideas for Personal Growth and Self-Care that Principals Need

Topic Lead: Andrew Lindsay
lindsaya@sgate.k12.mi.us
Principals’ Personal Growth

“Know thyself”
~ Plato

Self-Awareness

- Physical Needs
- Life Demands
- Spiritual Foundations
- Personality & Temperament
- Strengths
- Values
- Mission/Vision

What does this all mean in this COVID crazy world impacting our schools?
Self-management, therefore, is all about becoming your own leader by training your mental, physical, social and intellectual faculties in different ways.

~ Dr Prem Jagyasi

Self-Management

- Time
- Emotions
- Productivity
- Self-Discipline
- Attitude
- Forgiveness

How do you self-manage when COVID chaos strikes your school?

Life gets real, real quick.
What Drives Principals’ Contributions?

- Engaging in instructionally focused interactions with teachers.
- Building a productive school climate.
- Facilitating productive collaboration and professional learning communities.
- Managing personnel and resources strategically.

“How principals approach school leadership directly affects schools’ outcomes”

https://www.wallacefoundation.org/
NAESP Resource List:

Make the Most out of PLNs: [https://www.naesp.org/resource/make-the-most-of-professional-learning-networks-12-tips/](https://www.naesp.org/resource/make-the-most-of-professional-learning-networks-12-tips/)


How to Form Strong Networks: [https://www.naesp.org/resource/how-to-form-strong-networks/](https://www.naesp.org/resource/how-to-form-strong-networks/)

But First, Relationships: [https://www.naesp.org/resource/but-first-relationships/](https://www.naesp.org/resource/but-first-relationships/)
