



## Principal Leadership: The Key to School Success



### Overview

The Principal Leadership: The Key To School Success program provides principals with the skills and strategies required to positively impact student success. The Professional Development Team, composed of former school and district leaders, has mastered this process for success through clinical and practical experience. They understand that leaders cannot affect student performance without changing the expectations of those delivering the instructional and social services to them. With this in mind, the program is developed to provide strategic support to leaders while delivering services in the daily, dynamic environment of schools.



### What Vantage Learning Will Do:

The Vantage Professional Development Team will stress the following:

- Conduct an initial professional analysis—utilize an initial baseline self-assessment through Measured Success™
- Work with the school/principal to develop a skill-based plan; focus on areas that principal is striving to improve
- Develop a collaborative timeline for implementation
- Develop a menu of targeted workshops, individual shadowing, and coaching
- Continuous feedback, observation, and mentoring—focus on best practice in planning, implementing, supporting, advocating, communicating, and monitoring teacher/student progress
- Each training component is followed by multitiered feedback and assessment
- Provide ongoing onsite, telephone, and e-mail support
- Provide ongoing monitoring of the process
- Provide essential data/documentation
- Recommend literature to support leadership growth

### Dynamic Professional Development Plan:

This may include the following offerings:

- Eight workshop sessions
- Follow-up webinars
- Virtual Training Modules (approximately 10)
- Onsite coaching and mentoring (1 day per month; 10-12 days)
- Shadowing
- Four week summer institute

# Principal Leadership

## Sample Workshop Topics

- Development of Instructional Leadership Skills – Addressing Curriculum and Instruction Issues
- Tried and True Elements of Good Leadership
- Major Shifts in Leadership Approaches
- Dealing with your greatest challenges
- Introduction to Common Core Standards
- Development of Organizational Leadership Skills
- Public Relations: Parent/Community Relations
- Setting Expectations for Teacher/Student Achievement
- Analyzing Student Data
- Building School Community
- Principal Roundtable

## Customized Coaching and Mentoring

During this 12-month program, principals will work one-on-one with a Learning Coach to develop instructional and organizational leadership skills. Coaches will focus on analyzing and interpreting data through a "learn by doing" approach to transform school culture.

To provide targeted intervention strategies, this approach will include instruction, demonstration, observation, and feedback. Each coaching and mentoring session is tailored to a principal's unique needs to help develop the skills necessary to improve administrator performance.

The learning style will focus on specific goals determined by coaches and principals in their customized professional enhancement plan.

Each week, coaches will coordinate site visits, giving the opportunity to listen to principals and discuss pertinent topics. Principals then have the opportunity to assess their own strengths and weakness and have a period of reflection and feedback based on their performance.

## Summer Institute

This four week summer institute will offer an opportunity for principals to develop and enhance their leadership skills, discover ways to drive student achievement, and create professional goals for the school year that can be accomplished.

### Some Suggested Topics

- Models of School Improvement
- Effective Supervision
- Problem Solving
- How to Truly Motivate People
- Development of Instructional Leadership Skills  
– Practicing Our Skills
- Development of organizational leadership skills
- Public Relations: parent/community relations
- Introduction to Common Core Standards
- Transitioning Common Core Standards from our Current Standards
- Setting Expectations for Teacher/Student Achievement
- Analyzing Student Data In Depth
- Building School Community
- Principal Roundtable

### Virtual Training Modules – Some Suggested Topics

- Research Update on Leadership Development
- Effective Supervision
- Models of School Improvement
- Problem Solving/Decision Making/Communication
- Conflict Management