

Promising Principals Academy

The Promising Principals Academy was developed in 2013 as a joint project between the governor’s office and the Maryland State Department of Education (MSDE). The yearlong academy is designed to equip participants with the skills and knowledge to successfully transition to the principalship. Recognizing that there are many paths to the principalship, the 2018-2019 Academy will be open to assistant principals, central office staff, and teacher leaders who have earned their Administrator II endorsement and have been recommended by their Superintendent or Chief Executive Officer (CEO). Superintendents and CEOs from each of Maryland’s 24 school systems, the SEED School, and Juvenile Services Education System may select two of their best and brightest candidates to participate. Participants will receive in-depth training on implementing Maryland’s College and Career Ready Standards, conducting purposeful educator evaluations, preparing for the principal interview, managing budgets, addressing ethical issues, and engaging the media. Each cohort of promising principals is paired with a former principal who serves as a coach. Between training sessions, principal candidates work online to complete targeted learning experiences and participate in a community of practice under the guidance of their coaches. Upon successful completion of the program, participants will be prepared to transition to the principalship.

The table below identifies tentative dates, topics, and outcomes for the 2018-2019 academy.

Tentative Dates	Topics	Session Outcomes	Location
July 24, 25, and 26, 2018	<p>Leadership and Team Building</p> <p>Leadership Styles and Relationship Building</p> <p>Professional Learning Strategic Planning</p>	<p>Participants will:</p> <p>Day 1</p> <ul style="list-style-type: none"> • Review expectations of Academy participants. • Analyze the role and responsibilities of principals. • Develop an understanding of the function of a leadership coach. • Explore core values related to education and leadership. <p>Day 2</p> <ul style="list-style-type: none"> • Build capacity to lead through an equity lens. • Analyze leadership styles and its impact on the school and community. • Review effective practices for community, parent, and stakeholder engagement. • Explore strategies to improve school culture. <p>Day 3</p> <ul style="list-style-type: none"> • Practice data-informed decision making. • Develop a professional learning strategic plan to guide learning for the year. 	State Convening Location: To Be Determined (TBD)

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August 2018	Data Analysis and Professional Learning Strategic Planning	<ul style="list-style-type: none"> Review, reflect, and modify the professional learning strategic plan for the year. 		Coaches Follow-Up (in schools and virtual)
September 20, 2018	Effective Evaluations	<ul style="list-style-type: none"> Analyze the Professional Standards for Educational Leaders (PSEL). Align goals from the professional learning strategic plan to the PSEL. Receive peer feedback on the professional learning strategic plan. Discuss the evaluation process. Review effective evaluation practices for assessing the performance of educators. Practice providing actionable feedback. Practice developing evaluation reports. 		State Convening TBD
October 2018	Effective Evaluations	<ul style="list-style-type: none"> Conduct learning walks in schools and practice providing actionable feedback and writing evaluation reports. Review progress on professional learning strategic plan. 		Coaches Follow-Up (in schools)
November 29, 2018	Interview Preparation	<ul style="list-style-type: none"> Discuss entering the principal pool. Review materials needed for the principal application and interview. Discuss dos and don'ts of the principal interview. Practice interviewing for the principalship. 		State Convening TBD
December 2018	Mock Interviews and Resource Review	<ul style="list-style-type: none"> Collect, review, and provide feedback on materials for the interview. Participate in mock interviews. 		Coaches Follow-Up (in schools and virtual)

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January 24, 2019	Transition to the Principalship	<ul style="list-style-type: none"> • Discuss transitioning from current position to the principalship. • Review effective change management strategies. • Analyze effective practices for budget management. • Address ethical dilemmas of leadership. • Participate in media training. 	State Convening TBD
February 2019	Budget Management and Ethical Dilemmas	<ul style="list-style-type: none"> • Practice managing a budget. • Develop strategies to address ethical dilemmas. • Review progress on professional learning strategic plan. 	Coaches Follow-Up (in schools and virtual)
March 28, 2019	Culture of Improvement	<ul style="list-style-type: none"> • Review effective practices for establishing and sustaining an effective leadership team. • Analyze essential elements of school improvement. • Assess the role of the principal as the instructional leader through the school improvement lens. 	State Convening TBD
April 2019	School Improvement	<ul style="list-style-type: none"> • Review strengths and weakness of school improvement plans. • Review progress on professional learning strategic plan. 	Coaches Follow-Up (in school and virtual)
May 24, 2019	Professional Learning Strategic Plan	<ul style="list-style-type: none"> • Prepare to enter the role of the principal (<i>what to do before the school year starts and during the first 100 days of the school year</i>). • Reflect on outcomes from the strategic professional learning plan. • Discuss next steps. 	State Convening TBD