

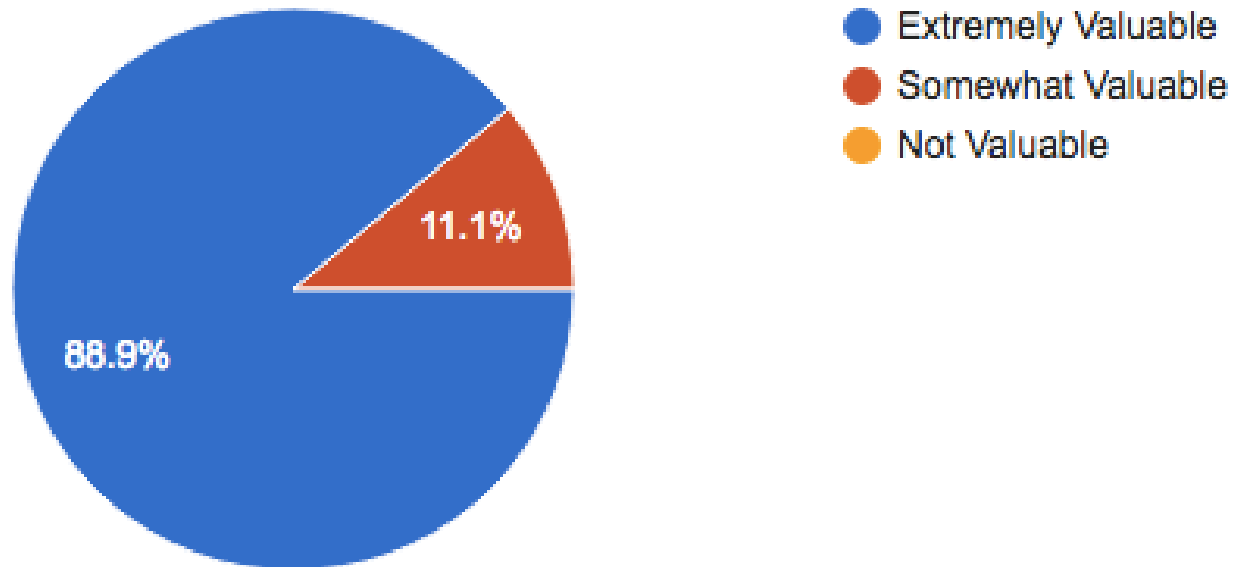
MSDE Promising Principals Academy

March Convening Feedback

Day 1

How would you rate the "Reflective Practices" session - Dr. Henry Wagner - Day 1

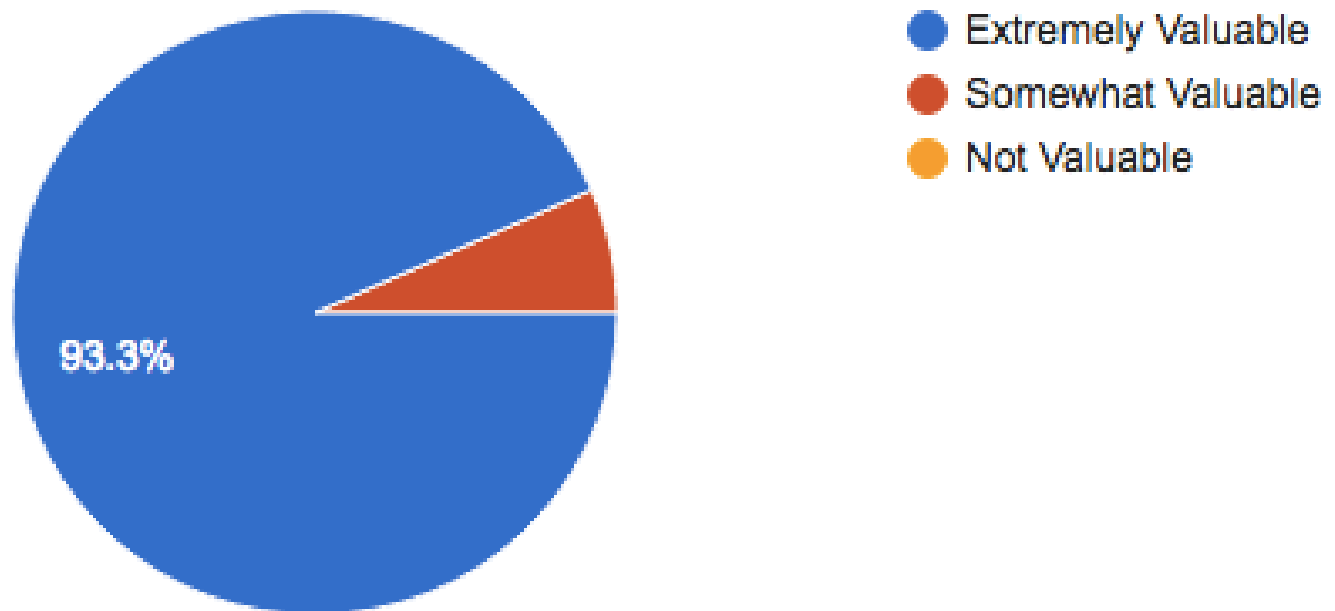
(45 responses)



Team Break-out Day 1

How would you rate the "Team Breakout Session-Budget Activity."

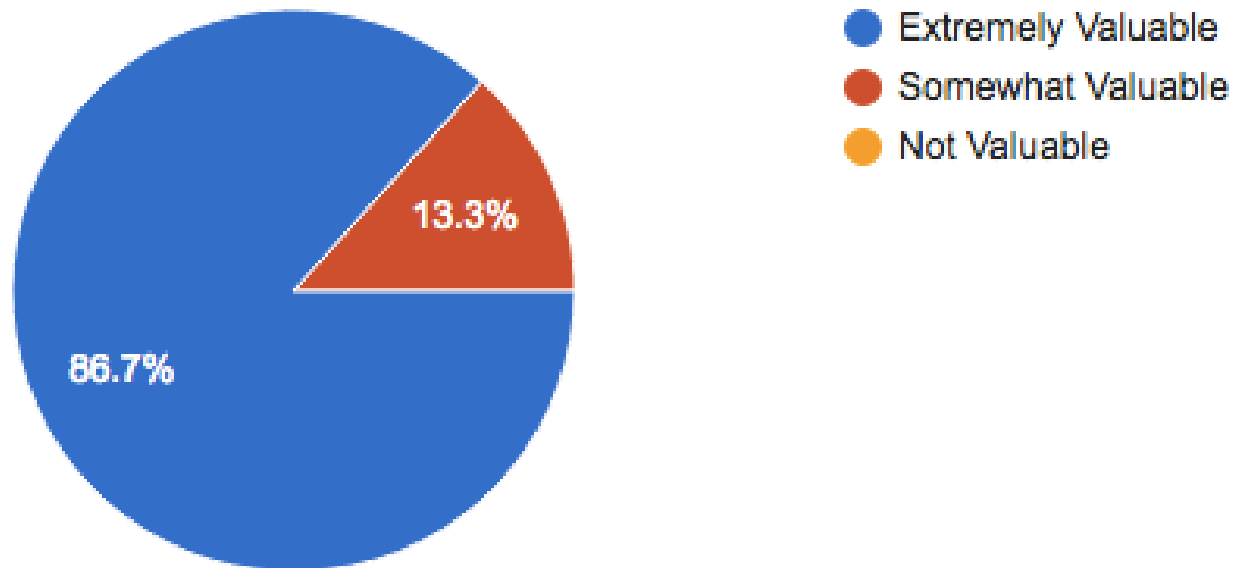
(45 responses)



Day 2

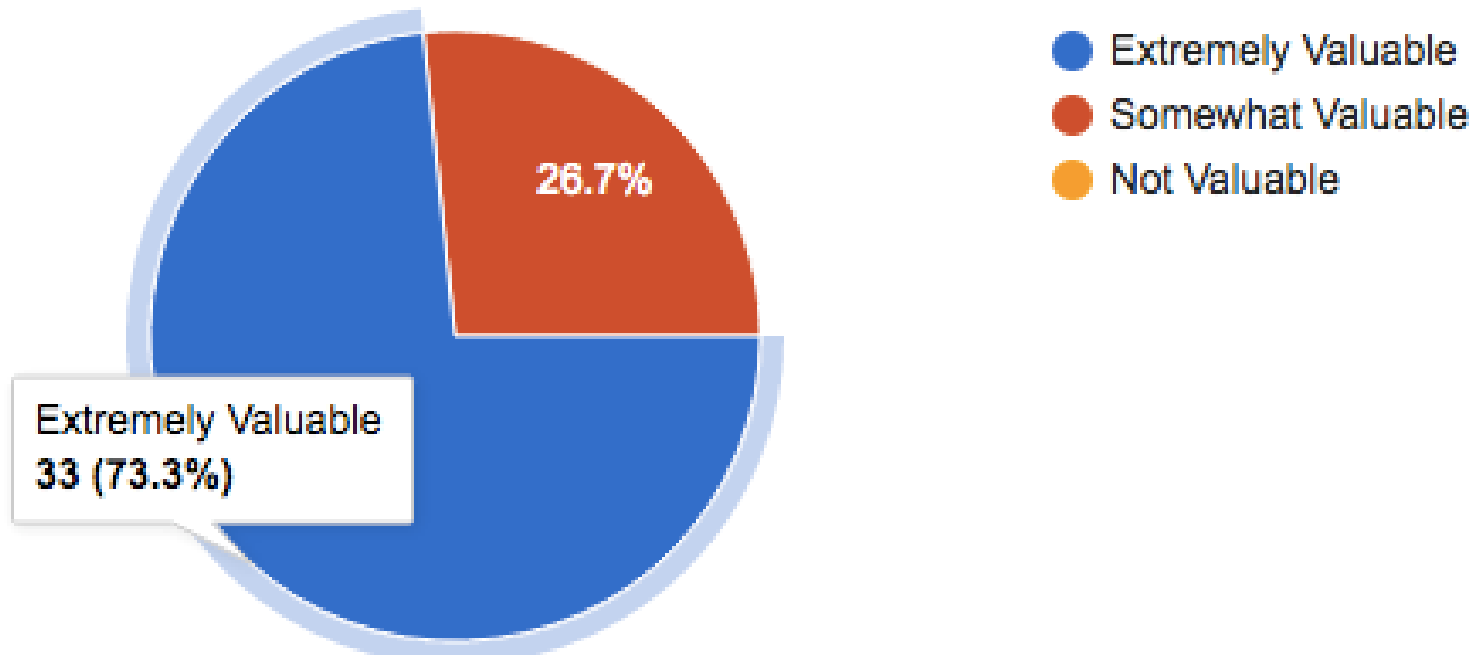
How would you rate the "Law Presentation" - Margaret-Ann Howie, Esq. - Day 2

(45 responses)



Team Break-out Day 2

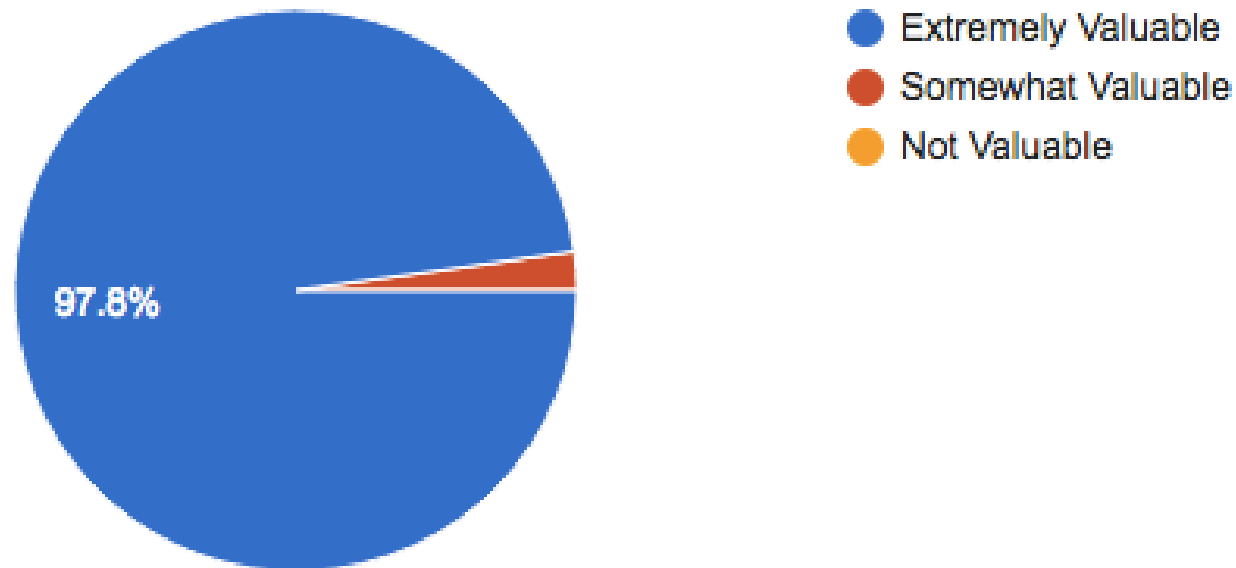
How would you rate the "Team Breakout Session" - Day 2
(45 responses)



Content Relevance

How would you rate the relevance of the content presented to the work you currently do at your school?

(45 responses)



Feedback regarding March Convening

Very valuable time with the team and the group; the topics discussed are always beneficial.

I wish we had more time to listen to both speakers and have a "question & answer" period. They were wonderful.

I thought that both presentations were amazing and very important to educational leaders today.

I think it was a strong session. I especially enjoyed the segment on legal issues in school. I think it's always a good thing to have legal minds speak to administrators about the most recent updates in school law. This was especially true for transgender and LGBT issues. The session with Dr. Wagner was also helpful, albeit we were very sedentary during the presentation. The budget activities were appropriate and generated a great deal of discussion. As has been the case with each convening, I felt the experience was very valuable.

As always the information was "spot on". Everything we were presented as well as the group process activities was information that you would not be able to obtain anywhere else. Phenomenal experience with practical/real life need-to-know info. that I am already putting to practice. Thanks PPA!!!

Feedback regarding March Convening

Thank you for giving us more time to work with our team this session. The budget information was the most helpful for me as I have very little experience in the area. Tom Evans was, as he always is, so helpful with tips and suggestions.

If possible, the law section could be longer to allow for additional questions/scenarios for discussion.

The school law presentation was outstanding. I know that her time is valuable, but I felt that we could have even spent longer with her- maybe even a morning and afternoon session. The issues are so complicated.

This convening was extremely relevant to my current work. Anytime I get to brainstorm with colleagues from across the state is beneficial. We had a great time discussing the variations in budgets from various counties.

The sessions were extremely valuable. Please consider moving the budget work to an earlier convening, as budget time is January/February.

I am grateful for the experience provided to review and analyze school budgets. As assistant principals, we have not been afforded the opportunity to work with school budgets and when interviewing, we are often at a disadvantage because of this.

Feedback regarding March Convening

Practical knowledge like the Budget and Law in schools boosts one's portfolio in our field. The activities through which the material was delivered was ideal and resonant.

I felt that the law presentation and discussion could have been an hour or so longer. Also, would be interesting to have some table time to discuss a case, try to determine what happened and then hear the verdict...

The content was very serious in nature. Having both of these presentations in the same convening left me as well as some group members feeling deflated to a certain degree. I would consider having them at different time. Perhaps the turbulence and the law session can be presented at the same convening in the future.

I thought the reflective practices activity was relevant for our March convening, our last one of the academy. I also felt that the budget and law topics were extremely helpful as they are topics that we often do not have direct experience with as APs.

I really enjoyed the presentation on school law; it was very insightful and helps with some day-to-day decision making.

Feedback regarding March Convening

I believe the March convening was the most valuable of the convening (with exception of Tim Tooten's session). The budget and law sessions presented content and enabled us to engage in dialogue that is relevant to our current work. I am able to use this information as I work alongside my principal to prepare our budget for next school year.

Dr. Henry Wagner's presentation was a great way to reflect on our current situation in school. I felt a wave of heightened motivation after listening to him speak to us about reflection as a leader. Also, the breakout sessions with our team/coach related to budget situations and scenarios was extremely beneficial. When I returned to school on Friday I had a situation related to funds and I was able to answer the questions with more accuracy and confidence.

I felt we needed more time on school law. I was disappointed in not having our sessions in April.

I was disappointed to hear that this was our last meeting. I wish we either knew ahead of time or at least had time to say goodbye to everyone. I felt like it was very rushed at the end to say goodbye to everyone.

Feedback regarding March Convening

I can't say enough about the information that was given. It is extremely valuable, and allows us to delve a lot deeper than what would normally take place at our home school, due to time and normal day to day happenings. It also allows us to hear from colleagues in other Counties, as their budgeting practices and policies may be slightly different, or they have come across some instances that others have not experienced. This type of learning is irreplaceable.

It was amazing as always. I walked away with so much information.

Budget information was helpful

Budget Break out sessions allowed us to look at sample budget and allocate funds. Extremely helpful. Also being able to identify the differences in each county due to the Budget Scavenger Hunt.

Ms. Howie's presentation was very appropriate for me especially with the concerns my district is currently facing. The budgeting activities were also beneficial as I was in the middle of working with my leadership team to allot the SY 17-18 school year.

Feedback regarding March Convening

I found the presentation made by Law Presentation[®] - Margaret-Ann Howie, Esq. and the Team Breakout Session-Budget Activity to be extremely valuable during this convening. I was familiar with many of the cases shared during the law presentation. However, the presentation served as a refresher to the School Law course I took during graduate school. The information shared regarding Social Media court cases was very valuable. I have had to mediate countless conflicts that have been traced back to social media. The other important take away from the Law Presentation was the importance of documentation when addressing employee unsatisfactory performance. The Team Breakout Session was also very valuable. The information gained from the Student Activity Funds discussion was priceless. It was helpful to hear the experiences shared by the coach as well as my team members. Making sure there are clear articulated procedures for handling money and setting regular scheduled meetings to discuss accounts with anyone who handles school funds are important two take away.

I really enjoyed the budget activity. The homework assignment allowed me to have a conversation with my principal about budget that we had never had before. This was very helpful.

Thank you so much for another very valuable convening. I always look forward to the collaboration and content presented at each of the convening's.

I particular found Dr. Wagner's presentation excellent. As an instructional reflective leader, I found the material to be connected to my beliefs and confirming to my practice.

Feedback regarding March Convening

The law presentation provided good content; the topic is one that we could have talked about for two whole days. It was very valuable and one that we should continue to keep in the forefront of all that we do. To be informed of the laws helps us to effectively perform our duties within the boundaries of constitutional, statutory, and case law. Ways to keep us safe. Thanks.

I would love to have additional time on Maryland law and COMAR>

Thank you the opportunities

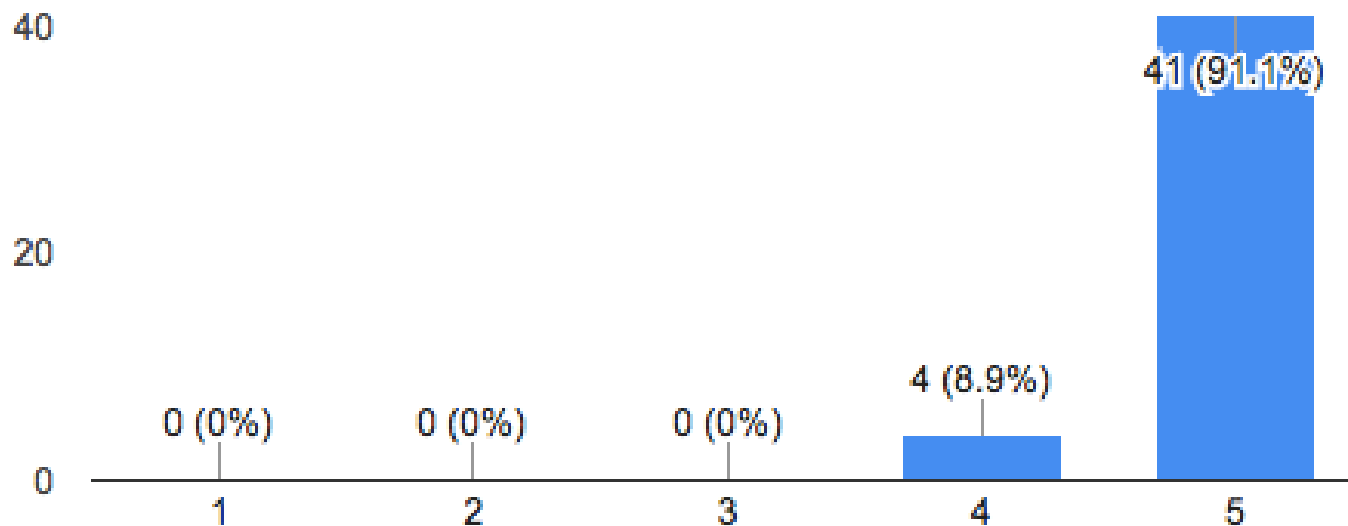
I have found all sessions extremely valuable.

"The Law" presentation was extremely valuable. Great information about where to access or purchase additional resources.

Value Rating

How would you rate the value of this March 2017 convening towards your overall development as a school leader?

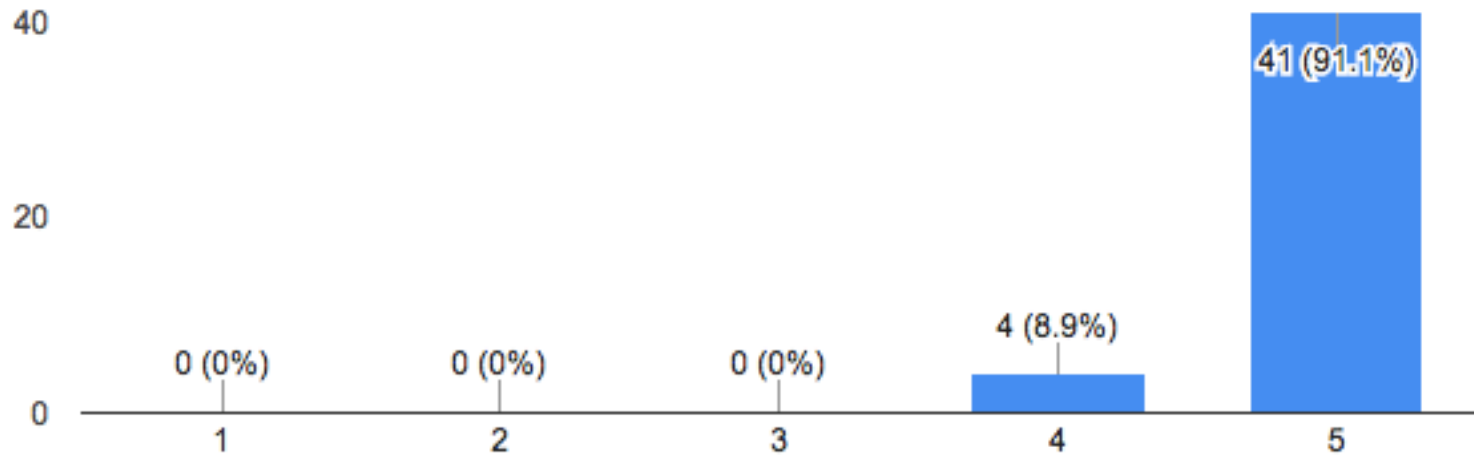
(45 responses)



Overall March Convening Rating

What is your overall rating for the March 2017 convening of the Promising Principals Academy?

(45 responses)



Overall impressions about the Promising Principal's Academy

I enjoyed the opportunity to share information and ideas with like minded people who share the same aspirations.

I will summarize in 7 words:

"the best professional learning I've ever experienced" - Thank you to my Superintendent for nominating me as well as the MSDE team and coaches who made this possible! Keith Allshouse

The ability to learn and grow as a leader among people who have the same work ethic, values and goals cannot be equaled. The attention to detail, the special relationships, and the content of each convening has provided me with the confidence and knowledge to be able to pursue a career in leadership. The topics were relevant and timely, the Fuze meetings were amazing opportunities to grow personally and professionally with our coaches, the accommodations were top notch and there are no adequate words to describe the relationships built. Each guest speaker was informative and engaging on topics that affect every aspect of a school. I am sorely disappointed that the convening in April has been cancelled but I am forever grateful for this opportunity.

The breakout sessions were good, but we were distracted from the topics due to a few different reasons. All of us were upset about not knowing it was our last convening. It would have been nice to know ahead of time.

This entire experience was amazing. The chance to learn from so many different and knowledgeable professionals was truly an experience that I will never forget.

Overall impressions about the Promising Principal's Academy

First and foremost, I'd like to thank the team for an incredible experience. When we started this process, you guaranteed us the best professional development experience of our careers and you delivered. I've built professional friendships and a knowledge base that will help me as I continue in my leadership roles. I highly recommend this program to anyone who has the opportunity. Continue your great work in hiring terrific coaches like John Nori, who make themselves available whenever needed and provide great wisdom in leadership. I was profoundly sad when I learned March would be our last convening and I think this sadness speaks volumes for how much I value my experience in the Promising Principals Academy.

The PPA certainly seems to be a once in a lifetime experience. You are paired with veteran administrators from all over the state who stopped at nothing to impart their experiences/wisdom in our lives. From start to finish there was special care taken of all to ensure we grew together as a family. I have made connections with many from around the state that I will never forget. Every piece of information presented was highly thought out and most importantly, relevant to what I might encounter in the years to come as a building level principal. From individual personality investigations, to goal setting, to SLO, and even budget analysis I felt like there was a constant progression toward supporting me in my goal of becoming a principal. Without a doubt the best professional experience of my career and I hope many more can experience this process in years to come.

Overall impressions about the Promising Principal's Academy

I am so thankful that my county selected me to participate in this PD. It is evident that all of you "know" your stuff as each session, assignment, and activity was enriching and valuable. The time spent behind the scenes planning and organizing to keep things moving and arranging for competent and prepared speakers is appreciated and noticed! Starting the sessions with getting to know your own strengths and weaknesses and the team building exercises were critical elements. My team commented on how far we came from the first session in working together as a team (just to come up with our team name!) to this final session with creating our team presentation. There was so much comradery in that room, both personally and professionally. We have really connected! Tom Evans is a huge asset to this program. His wealth of experience allows him to address so many different topics. But he never acts as the "know-it-all". He scaffolds and helps you to come up with the solution. Just alike a great teacher! The weekly coaching sessions help to connect the sessions and keep things going by forcing to work on things in between.

This has been the absolute best opportunity for professional development since I entered the educational world 20 years ago. The depth/wealth of information, experiences and practices that are learned/shared are priceless. As an assistant principal somethings get so crazy so it doesn't allow for the opportunity to learn or be exposed to the topics that a principal faces throughout the school year.

I appreciate the opportunity that was granted for me during the year and look forward to continuing the relationships and growth to move forward in my leadership.

Every session of each academy has been extremely beneficial to my job. I feel enhanced with skills and knowledge that I did not have before. The discussions shared between administrators from all levels and schools throughout the state have been invaluable. I wish the PPA could continue through another year!

Overall impressions about the Promising Principal's Academy

The Promising Principals Academy is by far the best leadership professional development I have ever had. The opportunities that I had for self-reflection, connecting with other school leaders, as well as the practical application of skills were beyond valuable to me. I know that I will be a more effective leader in my current role as well my future roles because of my experiences at the Promising Principals Academy.

The Promising Principals Academy was by far the absolute best professional development experience I have experienced in my 13 years in education. The cohort worked well together and my own personal group has become my "family." While March may have been our final convening (which was heartbreaking) we have already planned our own mini convenings for April and May; our focus will be school visits to learn more about how each of us handle day to days tasks. I cannot thank you all for your dedication, professionalism and encouragement.

I could not be more pleased with the Promising Principals Academy. The sessions were relevant and valuable. Our coach was AMAZING! Her knowledge and compassion are second to none. I feel very fortunate to have been selected to participate in this academy.

The Promising Principal's Academy has been the most impactful professional development I have experienced in my entire career. I believe all leaders should have this type of training and coaching to ensure that schools are successful. Nakia is a great coach! Her patience, wisdom and guidance has helped to navigate us through many challenging situations in our current positions as well prepare us to be successful school leaders.

A majority of the presentations were very helpful, and it was wonderful to learn how things vary by county.

Overall impressions about the Promising Principal's Academy

The Promising Principals Academy has given me an opportunity to network with peers from all over the state. The networking opportunity has been so valuable as a professional. The chance to talk and share ideas with professionals from outside of the county has been a unique and wonderful experience.

The entire experience with Promising Principals Academy will forever be cherished for its significance. I was able to interact with peers from 24 counties; in essence being in touch with the entire State of Maryland. It was amazing and inspiring to gain such a wide range of perspectives on numerous topics impacting our profession. The Coaches, Presenters, Experts and all people associated with the Academy are erudite and therefore a reliable source of valuable information and ways in being a Principal. As a result of this experience I am now a permanent member of a vast network of professionals to whom I can depend for innovative ideas.

My coach, Tom Evans is a Principal's Principal whose opinion and every word I have internalized and will continue to reflect upon. His insight and analysis has made all the difference since I have started to seriously contemplate on going to the next level. He is a consummate professional whose vast experience and wisdom I hope to achieve some day in a protracted future day.

Promising Principals Academy has been inspiring and illuminating.

Overall impressions about the Promising Principal's Academy

The Promising Principals Academy has been excellent! I appreciate being given the opportunity to meet administrators from across the state, hear from a variety of experts within MSDE and beyond and work closely with a coach to reflect, learn and grow as a school leader. I found the structure of and communication around each of the sessions to be clear and informative. I liked the variety of topics covered throughout each of the gatherings as it gave us the opportunity to both hear from colleagues and differently individuals who specialize in specific areas. The knowledge gained is truly invaluable and I am confident that I will reference the materials, resources and concepts for years to come during my career.

In regards to coaching, I have found this to be one of the most helpful components. Being able to get the small group and one-to-one attention enabled us to digest the information we shared throughout the academy. This is essential as the most important factor in gaining new information is how we go on to apply it to our respective circumstances within our buildings across the state. Coach Herbert's insight, experience and perspective provided a wonderful lens through which we could debrief and discuss a variety of different topics.

1. Nakia was a wonderful coach and provided FANTASTIC insight and support. The model of support we received throughout the year was beyond valuable. The prospective from an outside observer is key to our growth and development.
2. The location was great. I felt this was central and had a good atmosphere. More Bacon???
3. I would have like maybe one or two organized evening activities. Maybe a dinner speaker or an organized off-site evening out. Just a thought.

Overall impressions about the Promising Principal's Academy

4. I liked to cohort I was given but felt I did not get the opportunity to network more with other groups/attendees. I think a way to address making connections with others would be to mix up break-out groups occasionally.
5. SLO group was great.
6. I would have liked a flash drive with all presentations and ppts and information provided at the end so I had for future.
7. Is it possible to have a reunion next year for a conference/day? Get all three cohorts back .
8. CEASOM is a great resource that I am a part of and so is MSDE. I like the updates I get on laws/bills. might be something to add. the reps from MSDE are – Dan Capozzi & Darla Strouse
9. Tom, overall this experience was great! I have really nothing more to say other than I will fully advocate to have this PD available for years to come and would be willing to return and share with future groups anything you need. I appreciate the opportunities that were provided here and the fact that I was able to develop a network of professionals I will be able to access for years to come was huge!

Thank you to you and your entire team of true professionals.

Overall impressions about the Promising Principal's Academy

The Promising Principals Academy has been the most valuable experience in my professional career as an administrator. Two sessions that I would rethink are about SLOs and the evaluation software. The SLO Session could have been more condensed or we could have focused on the later part of the session where we looked at the school-wide implications for SLOs. All the other sessions presented content that I didn't know that I needed until I experienced the session. I now have a wealth of resources and a state-wide network that will support me in my current and future work as an administrator.

The Promising Principals Academy was by far the most valuable professional development experience I have had the opportunity to participate in. I am honored to have been chosen for the academy this year. The relationships and networking has been the most valuable. I feel that I am leaving the experience with a core group of people that I can go to for coaching or advice or questions at any time. The topics presented throughout the academy were not only relevant to my current job but developed me as a leader for my future position as school principal. THANK YOU! I hope that this academy will continue to develop leaders this year and many years to come.

I am very appreciative of this opportunity to work with people from across the state as well as with my coach. I have formed invaluable relationships that will last throughout future years as an educator. I am grateful for all that I have learned this year, and I look forward to applying this knowledge in the role of principal or supervisor.

Overall impressions about the Promising Principal's Academy

The Promising Principals Academy has been the most valuable professional experience I have been apart of. The ability to connect and network with other leaders across the state has truly impacted my leadership ability. Each session we were apart of allowed us to build our leadership capacity no matter if we are in the role of Assistant Principal or had been transitioned to Principal. The comradery among the groups and coaches created an atmosphere of support and encouragement. I had the opportunity of being coached by Carolyn Smith personally, however, I've spoken to each of the coaches in some capacity and valued their wisdom and encouragement just as equally. Carolyn has been an amazing mentor to have in my corner. The amount of care and support that she gave each member of the team has been truly remarkable. The group fuze sessions and individual fuze sessions were great opportunities to stay connected with one another in between each convening. What I appreciated the most about the Promising Principals Academy was the amount of time and effort the planning team put into each session and convening. No work or session felt meaningless, each session had some purpose or value to it. During the orientation I had no idea how valuable this experience was going to be for as a future principal. The summer session really allowed for the opportunity to get to know one another and learning more about ourselves as leaders. Each follow up session added to our leadership profile as we continued to grow and develop as Promising Principals. I appreciate MSDE for the amount of time, energy, and effort they put into building and cultivating the great leaders within our state.

Overall impressions about the Promising Principal's Academy

I felt that our initial orientation to the Promising Principal Academy towards the end of last year was a great way to pass along relevant information but also build on the excitement that comes with being selected for such a awesome opportunity. Tom did a great job of having a past PPA member speak with us as well as a current coach to explain their role. I felt our July convening was fantastic! Meeting my coach and my new team members was very exciting. Having the time away from my school building and family allowed me to really focus on building relationships with each of these team members. I felt that every session during the July as well as October and December convening were very beneficial and well planned. If I had one suggestion for those it would be to move the interview skills and session up to the October convening.

Our most recent and final convening, in March, was bitter sweet. Not having prior knowledge that this was now our final convening was unfortunate. We have built some very close relationships and it was obvious how disappointed we were to find out that this was, in fact, our final convening together. However, it was great nonetheless. Dr. Wagner's presentation was fantastic and really set the tone for the next few days. Our final activity, making our creative presentations was so much fun. It really appeared that all the groups enjoyed themselves. I can say, with 100% confidence, that I have grown as a leader and built up

Feedback regarding my coach - I think Cathy Herbert was the best possible coach for myself. Her demeanor and advice was always well received. I felt that we developed a high level of trust that enabled me to confide with her during frustrated moments with my current school. Having her come and visit me at my place of work was excellent, allowing her to see me in action! Cathy is a true coach, one who let's me explain my thinking or rationale but then provides me with feedback related to her successful experiences. She has been vital to my success.

Nakia was an excellent coach. I found her to be very helpful and useful. The overall experience was great. I would encourage other colleagues to seek the opportunity to attend such a wonderful experience.

Overall impressions about the Promising Principal's Academy

The Promising Principal's Academy was a tremendous experience that has helped me grow significantly as a leader in my building. The convening's presented us with valuable and relevant information that could be brought back to the building and used immediately. It was an honor to have the opportunity to work with amazing leaders from across the state. My coach, Tom Evans, is very dedicated to our program and has been instrumental in my professional development.

I was extremely honored to be able to be apart of this amazing opportunity. I learned a lot of valuable information to help me as I move on to the next step in my career. I loved our coach. Frank was so knowledgeable and has always been there for us since day one to answer questions while we are there, or during fuze, or even just personally. The most valuable part I felt was our mock interviews and being able to network. I personally feel that I have made life long friendships because of this amazing opportunity. I hope that we are able to get together yearly to stay in touch and to celebrate everyone's successes. Thank you all again for making this possible!

The Promising Principals Academy was by far the best professional development that I have ever received. My assigned cohort members were diverse in their thinking and supportive during collaborative tasks. John Nori is an outstanding coach and mentor. His active approach to listen ting and his commitment to the learning process should be emulated by every educator. He truly gave his time to help each of us develop our leadership skills in risk-free environment.

The year-long leadership program increased my capacity and comfort level in stepping into the role of Principal. The information presented during each convening as well as the assignments completed could immediately be transferred into my work setting. I was excited to share the information with the members of the Appraisal Team and/or Instructional Leadership Team. Often, they were astonished by what I could convey and the timeliness of the information shared. The presentation focused on SLOs and the PSELs were two examples.

Overall impressions about the Promising Principal's Academy

My participation in the Promising Principals Academy is considered to be a privilege. Honestly, I cannot believe how fortunate I was to be selected. As a newly appointed Principal, I feel fortunate to continue to receive the support of the members of my cohort and my talented coach in the next few months. The unexpected transition left me with many emotions; however, knowing that I have the support of my cohort makes me believe I can achieve success.

The Hunt Valley Inn was a wonderful establishment to host each convening. It was helpful for me to arrive late on Tuesday night so that I would be refreshed for the professional development the next morning. Thank you!

The Promising Principals Academy is second to none. To be honest, I wouldn't mind going thru it again. So much information was given, and it is extremely valuable. The idea of being in teams, and having a life long coach is AMAZING to say the least. The assignments and feedback from our coach has certainly made me more confident with my approach, my actions, and has given me many more 'look fors,' to adhere to. The advice and confirmation that I have received thru feedback has been top notch, and extremely useful. The experience and friendships that I have developed have been extremely beneficial, and my team has formed a lifelong bond. We now have life long resources, and friendships that will stay with us forever. All of the convenings were well worth the time away from my home school. I have learned so much. Tim Tooten was a big hit, as well as just about every Keynote Speaker that presented to us. I certainly would not change a thing. I would definitely recommend this opportunity for anyone who is seeking to go to the next level, and have a school of their own to be in charge of. I would like to Thank MSDE for the opportunity, and for believing in the future Principals of America. I feel that the money and time that you have invested in us, as Promising Principals is money and time well spent. You will certainly have a great return on your investment. Thank you again MSDE, Coaches, and Promising Principals. You have certainly not only made an impression, but a solid impact on my life, my future, and my career!

Overall impressions about the Promising Principal's Academy

This has been a wonderful experience. I have learned so much and feel much better prepared to become a principal. I have recommended that anyone who is given the opportunity to participate in the Academy do so without hesitation.

The sessions delivered were all valuable and relevant. The development of relationships with a strong network of peers around the state is extremely beneficial. They are a support system for ideas and advice.

The Promising Principals Experience is nothing short of Outstanding. The relationships built between fellow Administrators as we work throughout the year will be forever a network of trusting colleagues for years to come. The preparation to become a Principal starts with yourself. At the beginning we discussed our vision, looking at what we believe is essential to ourselves or our core values and how to incorporate these traits into our Principalship. We looked at various aspects of the job including SLO's, PSEL's, Budget, School Law, and Problem solving with Turbulence Theory. I found coaching component extremely helpful in developing my own goals as I developed effective communication skills dealing with teachers, parents, and students. I also immersed myself in the IEP process and budgeting within my school. I appreciate the mock interview with John and Kathy as they were able to meet afterwards and offer advice to improve the process. I also enjoyed checking in with my team to find out issues that were occurring throughout Maryland, how we all were handling different problems in our schools, and the amount of support and advice we all shared with each other. Overall, I'm sorry it all ended, but not with my team. I believe, we will continue to support each other throughout our careers.

Thank you for the opportunity to participate in the 2016-1017 cohort of MSDE Promising Principals. This opportunity has further developed me as a leader within my school district, PGCPs. At each convening I was able to gain valuable insight and information which I was able to share not only with the assistant principals at Francis Scott Key ES but also the teacher leaders whose desire is to one day be in a leadership capacity.

Overall impressions about the Promising Principal's Academy

My overall experience with the Promising Principals Academy has been extremely beneficial. The organization and content of each convening has been timely and immediately applicable to my daily responsibilities as a leader and future Principal. I have especially appreciated the opportunity to work with Frank Stetson. His mentorship has been invaluable. As an added bonus I've also appreciated the opportunity to network and collaborate on a variety of task with professionals I may not have met otherwise. Team Firecracker became an actual team and I fully expect to maintain the connections created as a result of this experience.

The Promising Principals Academy was by far the best professional development that I have ever received. My assigned cohort members were diverse in their thinking and supportive during collaborative tasks. John Nori is an outstanding coach and mentor. His active approach to listening and his commitment to the learning process should be emulated by every educator. He truly gave his time to help each of us develop our leadership skills in a risk-free environment.

The year-long leadership program increased my capacity and comfort level in stepping into the role of Principal. The information presented during each convening as well as the assignments completed could immediately be transferred into my work setting. I was excited to share the information with the members of the Appraisal Team and/or Instructional Leadership Team. Often, they were astonished by what I could convey and the timeliness of the information shared. The presentation focused on SLOs and the PSELs were two examples.

My participation in the Promising Principals Academy is considered to be a privilege. Honestly, I cannot believe how fortunate I was to be selected. As a newly appointed Principal, I feel fortunate to continue to receive the support of the members of my cohort and my talented coach in the next few months. The unexpected transition left me with many emotions; however, knowing that I have the support of my cohort makes me believe I can achieve success.

Overall impressions about the Promising Principal's Academy

The Hunt Valley Inn was a wonderful establishment to host each convening. It was helpful for me to arrive late on Tuesday night so that I would be refreshed the professional development the next morning.

Thank you for providing this amazing opportunity. I thoroughly enjoyed my experience in this program. Each convening and session provided valuable information to incorporate in to my current practice. I learned a great deal about myself as a leader and how I interact with people through the Personality Compass. Through the "Leader's vision and Core Belief's" activity, I am better able to articulate my vision for education and the core beliefs. Simon Sinek's TED talk: How Great Leaders Inspire Action is one of the most valuable take aways from the July convening. This one TED talk has forever changed the way engage staff during staff meeting and professional development. I will always remember to start with the "why".

I found the coaching component to be very valuable. Being able to have someone to share ideas and issues that I was dealing with, as well as extend the discussion of information shared at convening was also priceless. My coach helped me to be reflective during our weekly FUZE sessions, but also helped me to see areas, solutions, or ideas that I had not previously considered.

The accommodations during the convening, the opportunity to meet and work with leaders from all over the state, the convening presenters, and the personal coach made this a priceless experience that I hope many other aspiring Principals will have the opportunity to take part.

The experience was great!! I met several AP's from other districts and built relationships with them that will last forever. In the everyday hustle and bustle of working in a title 1 school I do not have the opportunity to learn about all aspects of being a principal. This program gave me that opportunity. Nakia was great!! She really knows her stuff and was willing to help and share all of her knowledge with our team.

Overall impressions about the Promising Principal's Academy

The role of principal is increasingly understood as a critical component for school improvement. Yet the job can be a solitary one, offering few opportunities to reflect with colleagues. Through the Maryland Promising Principals Academy, my job has been less lonely and, on the contrary, has been very gratifying this year. I have been provided an opportunity to network, collaborate, and learn from the support of peers across the state, coaches with a plethora of experiences, and specialists from the Maryland State Department of Education. It has helped to enhance my role as an educational leader this year and for many years to come.

I feel honored to have been chosen as a part of this outstanding program. Through the daily and weekly texts, monthly chats, and state wide convening's with my cohort, I have not only felt welcomed, but have grown immensely as a leader. This program has inspired me to reflect on my daily practices, encouraged me to take risks, and because of this experience I have become a much stronger and confident person and leader.

From the very first convening to the last, as educational leaders, we have created synergy through team building, we have reflected and defined our core values and beliefs, we have examined SLO practices, we have looked at the ten most important leadership skills, we have faced crisis through role-playing, looked at the law, looked at our budgets, and had amazing fun throughout it all. This leadership opportunity is among the best professional development I have ever received and certainly has been a "once in a lifetime" experience.

John Maxwell quotes, "Leaders become great, not because of their power, but because of their ability to empower others." The Maryland Promising Principal's Academy has empowered me to become the leader I want to be, and has provided me the resources to empower others through my leadership. Thank you and I look forward to the continued collaboration and the life long friendships that have been created through this program.

Overall impressions about the Promising Principal's Academy

As a new principal, I have been very thankful to have the experiences of learning from veteran educators and peers from across the state. I think we can so easily become a follower within our own systems that we need to have opportunities to engage with others from other systems to better our own practices. Having a mentor who has had many experiences has proven very valuable. When I encounter situations within my own school, I am able to speak with Tom and gather ideas of how to resolve the situation or simply use him for a springboard for what I am thinking may be the best solution. I am very thankful that I was given the opportunity to participate in the program.

The Promising Principal's Academy has been a very valuable experience. I have learned a tremendous amount about myself as a leader and provided time to reflect on my leadership. Also, it has provided my the opportunity to develop my vision and goals for being a principal and think about what processes I would like to put in place to manage all aspects of my responsibilities as a principal. It has also given the opportunity to network with colleagues from around the state.

Great opportunity to enhance overall perspective regarding school leadership.

This has been the best professional development and experience in my 14 years of education. I will be letting my superintendent know how extremely valuable it was to me. In addition, I was able to bring the most current information back to my admin team and staff. Thanks so much for this wonderful opportunity.

Mr. Nori was an excellent coach and was able to relate all content to our everyday jobs. The academy was well organized and informative.

Overall impressions about the Promising Principal's Academy

Promising Principals was the best PD I have ever experienced. I have grown so much as a leader through interactive learning and leadership. Every aspect was valuable. I would like to thank Tom DeHart for his vision, time, and corny jokes. I especially appreciate my mentor, Nakia Nicholson. She was the best. She was very insightful and wise. She was able to challenge me in order to improve my leadership skills.

Promising Principal's Academy is a great foundational program for aspiring and new principals. It takes participants through valuable exercises which simulate real life situations in the life of a principal. The coaches are great! They are always available to answer questions through out the program even when we run into situations at our own schools and need an objective opinion or guidance. Thank you! This is a phenomenal program!