



2021-2022 Promising Principals' Academy Agenda

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 Academy is designed to equip participants with the skills and knowledge to successfully transition to the principalship. Academy participants will receive in-depth training on leading standards-based instruction, conducting purposeful educator evaluations, preparing for the principal interview, managing budgets, managing change, improving school performance, addressing ethical issues, managing crisis, and leading school teams. This cohort will also receive training on addressing the impact of interrupted instruction due to COVID-19, supporting social-emotional learning, and preparing for the implementation of Blueprint for Maryland's Future. All learning experiences will align with the Professional Standards for Educational Leaders (PSEL). Academy participants will work online and in-person to complete targeted learning experiences and participate in a community of practice under the guidance of leadership coaches.

The table below identifies tentative dates, topics, and outcomes for the 2021 - 2022 Academy.

Tentative Dates	Topics	Participants will:	Session Outcomes	Location
July 27 and 28, 2021	Leadership Styles and Equitable Leadership Practices	<p>Day 1</p> <ul style="list-style-type: none"> ● Review expectations of Academy participants. ● Develop an understanding of the leadership coach and principal partnership. ● Analyze the role and responsibilities of principals. ● Explore and reflect on personal core values related to education and leadership. <p>Day 2</p> <ul style="list-style-type: none"> ● Analyze leadership styles and its impact on the school and community. ● Explore the application of equitable leadership practices. ● Reflect on the impact that the COVID-19 pandemic and the Blueprint for Maryland's Future will have on leading a school. 		<p>State Convening</p> <p>Turf Valley Conference Center and Resort 2700 Turf Valley Rd, Ellicott City, MD 21042</p>
August 2021	Social and Emotional Competence for School Leaders	<ul style="list-style-type: none"> ● Review strategies to strengthen adult and student social and emotional learning. ● Discuss practices to promote schoolwide social emotional learning. 		<p>Leadership Coaching</p> <p>Location: In schools and virtual</p>

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September 15, 2021	Instructional Leadership and Effective Evaluations	<ul style="list-style-type: none"> ● Review effective instructional leadership practices. ● Discuss strategies to address the impact of interrupted instruction due to the COVID-19 pandemic. ● Review effective evaluation practices for assessing the performance of educators in virtual and in-person learning environments. ● Practice providing actionable feedback. ● Practice developing evaluation reports. 		<p>State Convening Location: To Be Determined (TBD)</p>
October 2021	Effective Evaluations	<ul style="list-style-type: none"> ● Conduct instructional rounds in school buildings and in virtual classrooms. ● Practice providing actionable feedback. 		<p>Leadership Coaching Location: In schools and virtual</p>
November 17, 2021	Interview Preparation	<ul style="list-style-type: none"> ● Discuss entering the principal pool. ● Review materials needed for applications and performance-based interviews. ● Discuss dos and don'ts of the principal interview. ● Practice interviewing for the principalship. 		<p>State Convening Location: TBD</p>
December 2021	Mock Interviews and Resource Review	<ul style="list-style-type: none"> ● Participate in mock performance-based and behavioral event interviews. ● Receive feedback on application materials. 		<p>Leadership Coaching Location: In schools and virtual</p>
January 19, 2022	Transition to the Principalship and Change Management	<ul style="list-style-type: none"> ● Discuss transition from current position to the principalship. ● Review change management and turbulence theory strategies. ● Analyze effective practices for budget management. ● Address ethical dilemmas and engage in crisis management. 		<p>State Convening Location: TBD</p>

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Tentative Dates	Topics	Participants will:	Session Outcomes	Location
February 2022	Budget Management and Crisis Management	<ul style="list-style-type: none"> ● Practice managing a budget. ● Practice strategically aligning multiple funding sources at the school level. ● Practice managing a crisis and addressing ethical dilemmas. 	Leadership Coaching Location: In schools and virtual	
March 16, 2022	Assessments and Data	<ul style="list-style-type: none"> ● Engage in the root cause analysis process for school improvement. ● Practice using data from State and local assessments to inform decisions. ● Discuss implementing pre- and post- assessments and other Blueprint for Maryland Future requirements. 	State Convening Location: TBD	
April 2022	Data for Continuous Improvement	<ul style="list-style-type: none"> ● Utilize school data to engage in the root cause analysis and school improvement planning process. 	Leadership Coaching Location: In schools and virtual	
May 18, 2022	Planning for the first 100 Days of School	<ul style="list-style-type: none"> ● Prepare to enter the role of the principal - what to do before the school year starts and during the first 100 days of the school year. ● Review strategies to build and prepare a leadership team. ● Review strategies on how to recruit and retain teachers. 	State Convening Location: TBD	