# Principal Supports 2023-2024

ESU 7 Board mtg, 05.20.24

Professional Development Dept

*Mark Brady, Brooke Kavan, Amy Richards, Ernie Valentine*

# ESU 7 Principal Supports 2023-24

Educational Service Unit 7

| New Principal Cohort | Principal Cognitive Coaching | Leadership Learning Rounds | Principal Collaboration Zooms | Principal Cluster | Principal PD Day |
|---|---|---|---|---|---|
| **Intended Audience** | | | | | |
| Principals new to their roles or responsibilities | Any building administrator | Experienced principals, by invitation only | Any building administrator | Any building administrator | Any building administrator |
| **Purpose** | | | | | |
| Support new building leaders as they begin or transition into building leadership. | Enhance the capacity for planning, reflecting, problem-solving, decision-making, and skill development that improve Building Leadership. | Build a network of colleagues who collectively examine a problem of practice through data and classroom visits. | Provide space & time for conversation, collaboration, and problem-resolving | Provide space & time for networking, collaboration, information-sharing, and problem-solving | Provide learning specific for principals in addition to time for collaboration around that learning |
| **Format/Mode** | | | | | |
| <ul><li>Some 1-on-1 in your building (in-person or via Zoom)</li><li>Some whole-group at ESU 7</li><li>Structured topics & timing</li><li>Collaborative</li></ul> | <ul><li>1-on-1 in your building (in-person or via Zoom)</li><li>Possible team coaching</li><li>You choose topics & timing</li><li>Confidential</li></ul> | <ul><li>Some 1-on-1 coaching</li><li>Small groups visiting buildings</li><li>Structured topics & timing; August training necessary</li><li>Collaborative</li></ul> | <ul><li>Zoom only</li><li>Whole-group</li><li>Participants choose topics</li><li>Oct, Nov, Feb, April, May</li><li>1 hour</li><li>Collaborative</li></ul> | <ul><li>In-person only</li><li>Whole-group at ESU 7</li><li>Sept, Jan, March</li><li>Joint principal & superintendent mtg in Dec</li><li>Half-day</li><li>Collaborative</li></ul> | <ul><li>In-person only</li><li>Whole-group at ESU 7</li><li>October</li><li>Whole day</li><li>Collaborative</li></ul> |
| **Commitment of Principal** | | | | | |
| Minimal time and energy necessary outside of the cohort. | No additional time or energy outside of coaching conversations. | Significant time and commitment necessary outside of rounds. | No additional time or energy outside of Zoom sessions. | No additional time or energy outside of clusters. | No additional time or energy outside of PD day. |
| **ESU Contact** | | | | | |
| Ernie Valentine | Marci Ostmeyer<br>Mark Brady<br>Brooke Kavan | Marci Ostmeyer<br>Brooke Kavan | Mark Brady<br>Brooke Kavan | Marci Ostmeyer | Brooke Kavan<br>Mark Brady<br>Ernie Valentine<br>Amy Richards |

# New Principal Cohort

**New Principal Cohort**

Principals new to their roles or responsibilities

Support new building leaders as they begin or transition into building leadership.

- Some 1-on-1 in your building (in-person or via Zoom)
- Some whole-group at ESU 7
- Structured topics & timing
- Collaborative

Minimal time and energy necessary outside of the cohort.

Ernie Valentine

- 2023-24 Pilot Year
- **Total participants: 8 principals**
  - 6 are first year principals
- Delivery
  - Monthly Letter
  - Quarterly Individual Meeting
  - New Principal Luncheon

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Support  Innovate

# Principal Coaching

- Two Principal Coaches (Brooke Kavan and Mark Brady)
- This year **total participants: 25**
- This year **total hours: 89**

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# Leadership Learning Rounds

**Leadership Learning Rounds**

Intended

Experienced principals, by invitation only

Pur

Build a network of colleagues who collectively examine a problem of practice through data and classroom visits.

Forma

- Some 1-on-1 coaching
- Small groups visiting buildings
- Structured topics & timing; August training necessary
- Collaborative

Commitmer

Significant time and commitment necessary outside of rounds.

ESU

Marci Ostmeyer
Brooke Kavan

- Marci Ostmeyer & Brooke Kavan are the LLR leads.

- Piloted in 2021-22.

- Year I 2022-23.

- This year **total participants: 9**

- This year **total hours: 97**

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## Principal Collaboration Zooms

**Audience**

Any building administrator

**...pose**

Provide space & time for conversation, collaboration, and problem-resolving

**...t/Mode**

- Zoom only
- Whole-group
- Participants choose topics
- Oct, Nov, Feb, April, May
- 1 hour
- Collaborative

**...t of Principal**

No additional time or energy outside of Zoom sessions.

**...ontact**

Mark Brady
Brooke Kavan

# Principal Collab Zoom

- Held 5 times per year
- Brooke Kavan and Mark Brady facilitate
- Principals select topics
- This year **total participants: 13**
- This year **total hours: 5**

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| Principal Cluster |
| --- |
| Any building administrator |
| Provide space & time for networking, collaboration, information-sharing, and problem-solving |
| • In-person only<br>• Whole-group at ESU 7<br>• Sept, Jan, March<br>• Joint principal & superintendent mtg in Dec<br>• Half-day<br>• Collaborative |
| No additional time or energy outside of clusters. |
| Marci Ostmeyer |

# Principal Cluster

- Agendas address the needs voiced by principals

- Topics have included…
  - Sharing and Collaboration
  - Artificial Intelligence
  - Legislative Updates
  - SPED Hot Topics
  - Student Discipline

- This year total participants: 36

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# Principal PD Day

Principal PD Day

Any building administrator

Provide learning specific for principals in addition to time for collaboration around that learning

- In-person only
- Whole-group at ESU 7
- October
- Whole day
- Collaborative

No additional time or energy outside of PD day.

Brooke Kavan
Mark Brady
Ernie Valentine
Amy Richards

- Began in 2020-21.

- Takes place annually, in the Fall.

- Topics have included:
  - Grading & homework
  - Teacher evaluation & feedback
  - Supporting teachers outside of the evaluation process
  - Building school culture.

- This year **total participants: 11**

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# Overall Data

**236** ⏰ hours

**110** 🙋🏻‍♀️ participants

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