## Principal Supports 2023-2024



ESU 7 Board mtg, 05.20.24 Professional Development Dept

Mark Brady, Brooke Kavan, Amy Richards, Ernie Valentine



		Educational Service Unit
pal on Zooms	Principal Cluster	Principal PD Day
lding trator	Any building administrator	Any building administrator
& time for ation, on, and esolving	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
oup ts choose Feb, April, ive	<ul> <li>In-person only</li> <li>Whole-group at ESU 7</li> <li>Sept, Jan, March</li> <li>Joint principal &amp; 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>
time or e of Zoom	No additional time or energy outside of clusters.	No additional time or energy outside of PD day.
	Marci Ostmeyer	Brooke Kavan Mark Brady

ESU 7 Princi	pal Supports	2023-24
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					Unit Common support former of the Common support for the Common support f
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
		Pui	pose		
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
		Formo	ıt/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 &amp; 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 &amp; timing</li> <li>Confidential</li> </ul>	<ul> <li>Some 1-on-1         coaching</li> <li>Small groups visiting         buildings</li> <li>Structured topics &amp;         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 &amp; superintendent mtg in Dec</li> <li>Half-day</li> <li>Collaborative</li> </ul>	<ul> <li>In-person only</li> <li>Whole-group at ESU</li> <li>October</li> <li>Whole day</li> <li>Collaborative</li> </ul>
		Commitme	nt 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 Mark Brady Brooke Kavan	Marci Ostmeyer Brooke Kavan	Mark Brady Brooke Kavan	Marci Ostmeyer	Brooke Kavan Mark Brady Ernie Valentine Amy Richards

#### **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** 

### New Principal Cohort

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





#### Principal Cognitive Coaching

Any building administrator

Enhance the capacity for planning, reflecting, problem-solving, decision-making, and skill development that improve Building Leadership.

- 1-on-1 in your building (in-person or via Zoom)
- Possible team coaching
- You choose topics & timing
- Confidential

No additional time or energy outside of coaching conversations.

Marci Ostmeyer Mark Brady Brooke Kavan

### Principal Coaching

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





#### 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.

#### Formo

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

#### Commitme

Significant time and commitment necessary outside of rounds.

ESU (

Marci Ostmeyer Brooke Kavan

## Leadership Learning Rounds

- 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





### 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





#### **Principal Cluster**

Any building administrator

Provide space & time for networking, collaboration, information-sharing, and problem-solving

- In-person only
- Whole-group at ESU 7
- · Sept, Jan, March
- Joint principal & superintendent mtg in Dec
- Half-day
- 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





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

## Principal PD Day

- 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: II





# Overall Data

ESU 7 Principal Supports 2023-24 Service 7 Principal Cognitive Leadership Learning Principal Principal PD Day **New Principal Cohort Principal Cluster** Collaboration Zooms Coaching Rounds Intended Audience Principals new to their Any building Experienced principals, Any building Any building administrator Any building roles or responsibilities administrator by invitation only administrator administrator Purpose Enhance the capacity for Build a network of Provide space & time for Provide space & time for Support new building Provide learning specific leaders as they begin or planning, reflecting. colleagues who conversation. for principals in addition networking, collaboration, transition into building problem-solving, collectively examine a collaboration, and to time for collaboration information-sharing, and problem of practice problem-resolving around that learning problem-solving through data and classroom visits. **236** hours Format/Mode Zoom only • In-person only In-person only Some 1-on-1 coaching Whole-group Whole-group at ESU 7 • Whole-group at ESU 7 · Participants choose · Sept, Jan, March October Small groups visiting buildings Joint principal & Whole day topics Structured topics & · Oct, Nov, Feb, April, superintendent mtg in Collaborative timing; August May Dec training necessary 1 hour • Half-day 110 participants Collaborative Collaborative Collaborative Commitment of Principal nificant time and No additional time or No additional time or No additional time or mitment necessary energy outside of Zoom energy outside of clusters. energy outside of PD day. side of rounds. sessions. **ESU Contact Ernie Valentine** Marci Ostmeyer Marci Ostmeyer Mark Brady Marci Ostmeyer Brooke Kavan Mark Brady Brooke Kavan Brooke Kavan Mark Brady Brooke Kavan Ernie Valentine











**Amy Richards**