

# Principal Coaching: Teacher Leadership Administrator Support Program

*Purpose: To equip and support principals to form a cohesive building leadership team that is aligned to a singular mission as embraced by the district, and is able to develop and lead a collaborative process to strengthen instructional practice that leverages teacher leaders for school-wide improvement of student learning.*

Principals are invited to participate in the 2017-18 TLC Administrator Support Program. The TLC Administrator Support Program is a comprehensive, year-long professional development program focused on building your capacity as the principal to develop and facilitate distributed leadership in your school, namely by supporting and leveraging teacher leaders as part of your leadership team. The program includes a three-day summer intensive training for principals followed by three half-day workshops during the school year for principals and their team, and 36 hours of one-on-one school-based coaching.

## PROGRAM FEEDBACK

The TLC Administrative Support Program is currently completing its second year in Iowa. Year 1, the program supported 74 building principals. Year 2 is supporting 142 principals.

Year 1 principals report 100% satisfaction!

Year 1 & 2 workshop participants report 98% satisfaction!

ALL principals agreed that coaching helped their ability to empower others to assume leadership roles within their school.

## What your colleagues are saying about the experience:

*"I appreciated our facilitator at the meetings. She had a sense of urgency of how important our progress is, yet she created a welcoming and understanding tone in this setting. I appreciated the handouts she provided and the thought provoking questions she had us discuss. The collaboration with other districts is comforting to know that we aren't alone in the process."*

*"It was great to have candid conversations as a Teacher Leadership Team. We need to do more strategic planning with the end in mind. We have acknowledged needs of growth as they relate to the TLC Framework. Our mindset changed, we need to improve our approach and delivery."*

*"I was very supported with the leadership development. My coach was a great coach who was positive, consistent, and always supportive. He was a great mentor, who engaged in relevant, professional conversations around growing the TLC process."*

*"My coach has helped me reflect on my practice, decision-making, and the impact of teacher leadership in my building."*

The TLC Administrative Support Program for 2017-18 will have a registration fee. The school district may use their TLC funds to pay for the registration fee of their participating principal(s). *House file 215 subsection 12 d. states that funds may be used "for other costs associated with the framework or comparable system approved by the department of education under section 284.15 with the goals of improving instruction and elevating the quality of teaching and student learning".*

If a district chooses to use their TLC funds to participate in the program, a plan change will need to be submitted. Do not submit this change until you have received confirmation of participation on May 1, 2017. Your confirmation will include plan change assistance.

### Questions?

Contact Lora Rasey

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*Pre-registrations: In order to participate, each principal must pre-register by April 19, 2017. If a principal pre-registers and then decides not to participate, they may cancel their pre-registration.*

*The participation fee amount will depend on legislative appropriation. At the time of pre-registration, participants will need to indicate if they are willing to participate at the higher registration fee, or only at the lower fee.*

1. If the Legislature appropriates funding for the TLC Administrative Support Program, the registration fee will be in the range of \$1000-\$2000 per principal.
2. If there is no appropriation for the TLC Administrative Support Program, the registration fee will be in the range of \$5000-\$6000 per principal.

### Full Participation in the Program Includes:

*3 Days of Summer Institute for the Principal:* These three days will be deeply connected to your day-to-day work and designed to help you both as a member of your district team and as leader of your TLC team to act strategically to maximize student learning. The Summer Institute will jumpstart your work for the coming school year. \*

*3 Half-days in the School Year for the Principal and Identified Leadership Team Members:* These half-day workshops are designed to provide sustained, relevant, and interactive learning, which supports implementation of school plans including building relevant content knowledge, practicing necessary skills in communication and teamwork, and developing professional capital.

*One-On-One Leadership Coaching:* Coaches will provide individualized support for the principal (and school team where applicable). Coaches facilitate context-specific and job-embedded leadership support aimed at transforming and deepening principal's leadership behaviors.

**For leadership coaching to be successful, principals need to demonstrate a willingness to collaboratively identify areas for growth with their coach and be receptive to receiving feedback regarding their leadership practices.**

- Principals will receive 36 hours of individualized coaching support throughout the school year.
- The principal and coach will jointly determine how to schedule the coaching hours. Coaching may take place in person, on the phone, or by email. However, the coach will expect to make a minimum of one half-day visit to the school each month.
- The coaching will be anchored by an Individual Growth Plan for the principal that is aligned to the *Leadership Academy Performance Practice Worksheet (LPPW)* and the school's goals for improvement.

**\*2017 Summer Institute Dates:**

Green Hills, 267, Grant Wood, Great Prairie & Keystone: July 25-26-27

Mississippi Bend: August 7-8-9

Prairie Lakes: August 4, 9 and September 7

Northwest: August 7, 10 and 11

Heartland: July 26-27-28

[Click on this link to access The Pre-Registration Form](#)