



The Kentucky Principal Induction **ACADEMY**

The Center for Education Leadership's Principal Induction Academy provides unparalleled professional learning opportunities and customized coaching support for beginning principals.

Additionally, our program provides a platform to ensure best practices are identified and shared, challenges are flagged, and programming is individualized to serve the needs of each participant.

Our staff is committed to working alongside school district personnel to support new principals so they may enjoy success, not only their first year, but for many years to come.

SIX PROFESSIONAL LEARNING MODULES

Module ONE

The Leadership Challenge

July 13, 2017 • KASA Training Center, Frankfort, KY

Through this introductory module, participants will be introduced to The Five Practices of Exemplary Leadership, from *The Leadership*

Challenge by co-authors Jim Kouzes and Barry Posner. These practices will set the stage for the five remaining modules.



Five Practices of Exemplary Leadership

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart

Module TWO

Unpacking the Principal Professional Growth and Evaluation Standards

July 14, 2017 • KASA Training Center, Frankfort, KY

This comprehensive module will provide a basis for leadership improvement through productive principal performance appraisal and professional growth; encourage collaboration between the beginning principal and his/her evaluator and promote self-growth and leadership effectiveness. Principals currently in the field will share effective strategies and processes for each of the six standards.

Module THREE

Building a Clear, Compelling Direction and Leading Change featuring Dr. Michael Rutherford

August 31, 2017 • Lexington, KY

In this session, Dr. Rutherford will discuss the harmful effects of fuzzy purpose on an organization before transitioning to his main objective of helping new leaders establish a clear, compelling direction through the dynamic forces of mission, vision, and core values.

The second half of module three will focus on leading change. Dr. Rutherford will examine three common patterns that surface during the change process and provide a user-friendly success principle for each one.

Module FOUR

Develop a Unique and Individualized Framework for Systems of Data Informed Curriculum, Instruction and Assessment Processes and a Monitoring Protocol

October 19, 2017 • KASA Training Center, Frankfort, KY

In this instructional module, participants will design a model to monitor student progress and teacher effectiveness in meeting learning targets/goals, with an end result of analyzing and using student performance data to drive instruction.

Module FIVE

Strategic Management

November 1, 2017 • KASA Training Center, Frankfort, KY

This informative module will focus on essential management functions such as planning, delegating, organizing, communicating, and leading in key areas that include chairing an SBDM council, dealing with personnel issues, managing school finances, and communicating with internal and external stakeholders. This session will heavily focus on the link between effective organizational structures and positive student achievement outcomes.

Module SIX

Human Resource Management

March 14, 2018 • KASA Training Center, Frankfort, KY

This professional learning opportunity has been designed to prepare beginning principals for the challenges of effectively leading and managing a school staff to achieve high levels of learning for all students. Real-life simulations will allow principals to think through various personnel situations. This session will be led by acting human resource directors within the state and KASA's executive director, Wayne Young.



QUALITY COACHING AND MENTORING

What is coaching?

Coaching is a supportive process aimed at helping beginning principals enhance and develop their skills and capabilities.

Who will serve as coaches for the KPIA?

Retired principals will serve in this role. Coaches will be selected based on successful job performance.

What type of support will beginning principals receive through KPIA?

Each participant will receive two site visits during the fall and spring for a total of four visits. Additionally, coaches will be available to answer phone calls and emails as needed.

What will a coaching visit entail?

Observation. The coach will come to your school to observe you in action to gain an understanding of the participant, the situation, and his or her strengths.

Discussion. The coach will engage the participant in purposeful dialogue about the observation.

Feedback. The coach will offer ideas and advice as needed and warranted. Giving and receiving feedback is a critical part of the coaching component.

Follow-Up. Participants will receive a written description of each coaching session as a means of monitoring and praising progress.

Is it possible to participate in only one component of KPIA?

Yes, beginning principals can choose to participate in only one portion of the program. However, to receive the greatest benefit from the induction program, participation in all components (professional learning modules and coaching/mentoring) is recommended.

What is mentoring?

Mentoring includes listening with empathy, sharing mutual experiences, professional friendship, developing insight through reflection, being a sounding board and an encourager.

What is the role of the mentor?

The mentor's job description involves regularly checking in with the beginning principal to offer support and guidance based on his or her particular needs. The mentor/mentee relationship has the potential to develop into a lasting collegial friendship for years to come.

Who will serve as mentors for the KPIA?

Mentors will be active, more experienced principals willing to share their knowledge and engage in a professional relationship of mutual trust. The mentor could be someone inside or outside the participant's district. Our goal is to assign job-alike mentors (elementary, middle, high) facing similar school challenges.

Is it possible for a new principal to select his or her mentor?

Our staff will seek input from participants through a survey format before making mentor/mentee selections. Other factors in the selection process include the availability of mentors and district recommendations.



REGISTRATION

Name _____ School District _____
Address _____ City _____ State _____ Zip _____
Position _____ Phone _____ Email _____

Kentucky Principal Induction Academy

Professional Learning Modules

\$1,500 (Individual registration)..... \$ _____
 \$1,000 (Each when registering two participants from the same district – list names below)..... \$ _____
1. _____ 2. _____
 \$750 (Each when registering three or more participants from the same district – list names below)..... \$ _____
1. _____ 2. _____
3. _____ 4. _____
 Coaching/Mentoring \$2,900 per participant (list names below)..... \$ _____
1. _____ 2. _____
3. _____ 4. _____

GRAND TOTAL \$ _____

Payment Options

1. PO# _____ (from my School District)

2. Direct Pay Method

Payment Enclosed (mail check to KASA: 87 C. Michael Davenport Blvd., Frankfort, KY 40601)

Charge to my credit card ( **VISA**  )

Account Name: _____ Account No.: _____ Exp. Date: _____

Signature: _____ CCV No.: _____

(3-digit on back of MC/VISA/Discover or 4-digit on front of AMEX)

Special Accommodations (please indicate if special accommodations are needed due to disability)

Audio Visual Mobile Special Diet (list restrictions)

Please contact me for specifics: _____



Online Registration available at www.kasa.org

Cancellation and Substitution Policy

Written cancellations submitted via email, fax or USPS mail will be accepted through July 5, 2017 and a refund or invoice credit issued minus a \$29 processing fee. After that time, you may send a substitute to attend in your place as refunds are not available for cancellations or no shows within this time period. Session materials will be shared with those who must cancel and who do not receive a refund.

