Promising Principals’ Academy

September 20, 2018

Office of Leadership Development and School Improvement
Today’s Outcomes

By the end of this session, participants will have:

• Engaged in learning experiences focused on data-informed, equitable leadership practices
• Discussed models for culturally responsive leadership to foster inclusive spaces for all (PPA).
• Reflected on and refined role as leaders addressing inequities
• Identified two PSEL for growth to guide professional learning in the Academy
Professional Standards for Educational Leaders

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Office of Leadership Development and School Improvement
Professional Standards for Educational Leaders

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Session Outcomes

By the end of this session, participants will have

• identified 2 PSEL for growth to guide the individualized professional learning plan for the academy and;

• discussed expectations and requirements to earn continuing professional development credit.
An Overview of the Professional Standards for Educational Leaders

• Adopted by the Maryland State Board of Education in 2017.
• Guides administrator licensure, evaluation, and professional learning.
• Defines effective practices of school leaders to promote academic success and well-being for each student.
Professional Standards for Educational Leaders Rubric

- Criteria to distinguish among different performance levels.
- Promote consistency in evaluation practices.
- Establish a transparent process for synthesizing evidence into an overall evaluative judgement.
• 10 standards are divided into 4 clusters
• Standard 10 is the through line for all other standards
• Academic Success and well being of all students is at the center.
Promising Principals’ Academy Focus Standards

**Standard 3: Equity and Cultural Responsiveness**
- Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote *each* student’s academic success and well-being.

**Standard 10 School Improvement**
- Effective educational leaders act as agents of continuous improvement to promote *each* student’s academic success and well-being.

Two Standards of your choice
PRINCIPAL EVALUATION TIMELINE

Orientation
• July-August 2018

Self-Assessment
• August-September 2018

Goal Setting
• September-October 2018

Mid-Year Evaluation
• January-February 2019

End of the Year Evaluation
• June-July 2019
Professional Standards for Educational Leaders – Self-Assessment

Spotlight – Standard 3

Select 1

Select 1

Anchor – Standard 10
Table Activity: Review the PSEL Rubric – Standards

• Read the rubric for the assigned standards
• Determine summary of key elements of that standard (focus on effective)
• Brainstorm possible artifacts/evidence for the assigned standard
• Create a chart with key elements and artifacts
• 7 minutes to compete this task
Gallery Walk

- Review each standard
- Use the graphic organizer to determine if you are:
  - Highly Effective
  - Effective
  - Developing
  - Ineffective
- Return to your seat and identify the two standards you would like to focus on for the remainder of the academy.
DEVELOPING A PORTFOLIO – EARNING CPD CREDIT
Content of the portfolio: it’s all about the Professional Standards for Educational Leaders

- **Document** the standards with *artifacts*.
- **Reflect** on the standards.
What Is an Artifact?

- It shows that you understand the standard and associated element(s) and can implement appropriate actions that reflect good practice related to the standard and element.
- Each artifact has an introduction which explains the connection to the standard and element(s).
Introducing an Artifact

A good artifact introduction includes:

• A description of the artifact;
• Pertinent information such as time and place;
• A clear delineation of your role in the activity described;
• An explanation of how this artifact demonstrates your proficiency with this standard.
Write a Reflection for the Standard

• Show that you understand what is encompassed by the standard.

• Show that you have improved your professional practice related to this standard.

• Summarize what strengths you have that demonstrate that you are competent in this area.

• Reflect on areas of growth and what you plan to do to guide your professional learning.
When Do I Need to Do This?

- We recommend that you start early in the year.
- You will need to finish it before you complete the academy on June 18th.
- Items to include:
  - Introduction for each artifact (1 paragraph)
  - Artifact(s)
  - Reflection for each standard (1 page)
Final Review for CPD Credit

- Attendance at all state convenings
- Participation in academy, including visits and meetings with leadership coach
- Completion of the PSEL Webinar series (to be released October, 2018)
- Completion and submission of portfolio in either electronic or hard copy format.
- Completion of the Professional Growth Plan.
Next Steps
State Convening – Promising Principals’ Academy
November 29, 2018 (9 a.m. – 3 p.m.)
Location: To be determined

• Engage in two meetings with your leadership coach in October (individual).
• Hold future state convening on your calendar.

Thank you for participating today.
We look forward to seeing you in November!
We are here to Support!

There are no good schools without good principals. It just doesn’t exist. And where you have good principals, great teachers come, and they stay, they work hard, and they grow.

— Arne Duncan, U.S. Secretary of Education

GREAT LEADERS DON’T SET OUT TO BE A LEADER... THEY SET OUT TO MAKE A DIFFERENCE. ITS NEVER ABOUT THE ROLE—ALWAYS ABOUT THE GOAL.
Feedback Forms

• Complete feedback survey
• Link on Maryland Resource Hub
Connect Collaborate Coach

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