



Principal Leadership Series

Empowering principals to advance instructional excellence and equity

Instructional expectations for principals are at an all-time high. NIET's Principal Leadership Series supports principals in growing their capacity as an effective school leader so they can develop and implement their vision of instructional excellence and student success.

Over the course of this multi-day training series, school leaders focus on three critical areas for enhancing their abilities to drive schoolwide efforts to improve. Collectively, these sessions develop essential mindsets and skills that empower principals to build a culture that is continuously focused on advancing instructional practices and improving outcomes for all students.

Equity and Cultural
Responsiveness

Shared Instructional
Leadership

Reflective Practice and
Continuous Improvement

SESSION 1 2 Days

Creating and Communicating a Culture of Equity and Cultural Responsiveness

This session helps school leaders to **identify strategies to address inequities and promote a schoolwide culture of equity and cultural responsiveness. They will examine the role of the principal as an equity-minded instructional leader** and use an inquiry process for examining achievement gaps and addressing equity issues. Following that analysis, participants will identify specific needs in their school and key focus area, generating possible solutions and next steps.

GUIDING QUESTIONS

- ▶ What is the role of the principal as an equity-centered instructional leader?
- ▶ What is a culturally responsive learning environment?
- ▶ How does being a culturally responsive leader align to characteristics of a strong instructional leader?

Upon completion, participants will be equipped in:

- Understanding educational equity, their role as a leader, and practices that promote equitable access
- Determining the equity mindsets needed to address issues of inequity
- Identifying an area of need impacting their school culture
- Examining the identified area of need through the Inquiry Cycle and developing next steps

SESSION 2 3 Days

Shared Instructional Leadership: Leading Together

School leaders will use this session to go further into characteristics and collaborative practices that can build capacity and leadership throughout the school. They will analyze how shared leadership impacts student growth, educator instructional excellence, school culture and equity, and reflective practices and continuous learning. They will also learn how to build leadership team capacity to analyze student growth and student work, evaluate educator instructional excellence, implement strong processes for gathering information on instruction, and support reflective processes and continuous learning for all educators.

Upon completion, participants will be equipped in:

- Creating and/or utilizing a leadership team structure that builds leader capacity to recognize instructional rigor, support teacher effectiveness, and make decisions that lead to student success
- Implementing leadership team structures that are driven by student and teacher data to inform action steps, and understanding their role as lead learner
- Strategically developing leadership skills by providing opportunities for other campus leaders to take on new responsibilities while the principal develops, supports, and monitors application of those new skills

GUIDING QUESTIONS

- ▶ How have collaborative practices influenced you as an instructional leader?
- ▶ Where do I spend most of my time? Where do I need to spend more time? Who on my campus can help support these efforts?
- ▶ How can a principal set up a shared instructional leadership team? What makes those meetings effective?
- ▶ What are opportunities for principals to build instructional capacity of their instructional leadership team members?

SESSION 3 2 Days

Creating a Culture of Reflective Practice and Continuous Improvement

Reflection is central for continuous growth as a leader. Participants will explore why and how reflective practices support principals to ensure student learning and instructional growth and discuss those reflective practices and processes. They will also analyze structures for both individual reflection and collective reflection and how those can impact collective efficacy – and student achievement – throughout their school. In particular, they will focus on how reflection impacts coaching and feedback loops for both teachers and other campus leaders and strategies for strengths-based coaching.

Upon completion, participants will be equipped in:

- Being able to plan the implementation of intentional leadership structures to incorporate reflective practices both individually and collaboratively
- Understanding how coaching grounded in student data can deepen the reflective process and impact student achievement
- Being able to implement strengths-based coaching grounded in student evidence to strengthen a school culture.

GUIDING QUESTIONS

- ▶ How do you reflect on your work and its impact?
- ▶ How have you leveraged your own reflective practices to build similar skills in others?
- ▶ How do specific reflective practices have immediate and long-term impact on student success and teacher growth?
- ▶ How do I prepare for and facilitate coaching conversations that build on a teacher's strength and are grounded in student evidence?

For more information about the NIET Principal Leadership Series, contact info@niet.org.

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