

HOST PRINCIPAL & PRINCIPAL FELLOW RELATIONSHIP

Establishing Trust

Vision for Host and Fellow Relationship	
<p>The host principal is a mentor, support, coach, and guide who develops the principal fellow to be a dynamic leader, ready to take on the important work of leading a strong school that closes the achievement gap, empowers our students, and places them on a path to college. The host principal prepares the principal fellow through exemplary modeling of culturally responsive leadership paired with a strategic focus on the fellow's individual development plan. Through their partnership, the next generation of Uncommon leaders is prepared to change history.</p>	
Show Selective Vulnerability + Develop Familiarity (Personal)	First Meeting Template
	<p>Share your personal and professional background</p> <ul style="list-style-type: none"> ● Share where you are from ● Share the most influential and important family members in your life ● Share information about your journey in education ● Share information about your journey to Uncommon ● Share information about your journey since joining Uncommon <p>Inquire about fellow's personal and professional background</p> <ul style="list-style-type: none"> ● Where are you from? ● Tell me about the most important/influential people in your life right now/growing up. ● Tell me about your journey to Uncommon.
Share About the Host Space	<p>Give Context about your Host School</p> <ul style="list-style-type: none"> ● Share key data points (number of grades, number of students, etc.) ● Share unique qualities and traditions that make your school special (What I really love about _____ is...) ● Share about the staff culture (what are characteristics that describe your team and their relationships with each other?) ● Share what the school is currently working on
Show Selective Vulnerability + Develop Familiarity (Professional)	<p>Share</p> <ul style="list-style-type: none"> ● Share an anecdote about a specific mentor or coach who impacted you greatly and how that relationship has guided your personal coaching style ● Share how you give feedback and the principles that guide your feedback style <p>Inquire and Build</p> <ul style="list-style-type: none"> ● What is an anecdote about a specific person who impacted you? What did you gain through that relationship/experience? ● How do you like to receive feedback? <ul style="list-style-type: none"> ○ Reflect on how that resonates with your own leadership style ○ Stamp the variety of feedback delivery that will come from teachers, parents, students, co-leaders ● How will I know when you're stressed? What support do you need in moments of stress?
Plan for Next Steps	<p>Establish a Strong Foundation</p> <ul style="list-style-type: none"> ● Inquire about the fellow's perceived strengths and areas of growth <ul style="list-style-type: none"> ○ <i>"Based on your immersion day, what do you anticipate your strengths as a principal fellow will be? What do you anticipate you will need support with?"</i> ○ <i>"Have you ever led a DEI initiative? On a scale of 1-10 how comfortable are you with leading these sessions? What support would you need to make this a 10?"</i> ● Share how you will support your fellow in their development. ● Name the importance of being a leader at the host school from day 1 by seeing students and staff and developing relationships early <ul style="list-style-type: none"> ○ <i>"I sent you the routines and procedures document that included our approach to being culturally responsive. Do you have any questions so I can provide you with our rationale?"</i> ● Norm expectations and what support from you as a host principal looks like ● Normalize the unpredictability of the role and expectations

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First Meeting Template

Show Selective Vulnerability + Develop Familiarity (Personal)	<p>Share your personal and professional background</p> <ul style="list-style-type: none"> • <p>Inquire about fellow's personal and professional background</p> <ul style="list-style-type: none"> •
Share About the Host Space	<p>Give Context about your Host School</p> <ul style="list-style-type: none"> •
Show Selective Vulnerability + Develop Familiarity (Professional)	<p>Share</p> <ul style="list-style-type: none"> • <p>Inquire and Build</p> <ul style="list-style-type: none"> •
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