

## PRINCIPAL FELLOW BEST PRACTICES ONE PAGER

PRINCIPAL FELLOW DEVELOPMENT	
<b>Leadership Presence</b>	<ul style="list-style-type: none"> <li>● Model and maintain high expectations for students and staff               <ul style="list-style-type: none"> <li>○ Close cultural gaps in the moment</li> <li>○ Give RTF to teachers in class and during WSMs</li> </ul> </li> <li>● Model strong execution of whole school moments               <ul style="list-style-type: none"> <li>○ Arrival</li> <li>○ Community Circle</li> <li>○ Brain Breakfast</li> <li>○ Lunch</li> </ul> </li> <li>● Model hyper-visibility               <ul style="list-style-type: none"> <li>○ Working in hallway</li> <li>○ Strategic walkthroughs of classes</li> </ul> </li> <li>● Model Principal “presence”               <ul style="list-style-type: none"> <li>○ Warm demanding presence</li> <li>○ Confidence</li> <li>○ Building trust and rapport verbal and body language</li> </ul> </li> <li>● Model being “all in” during PD               <ul style="list-style-type: none"> <li>○ Circulate during practice sessions</li> <li>○ State the praise and the gap that you see and place teachers on the hot seat</li> </ul> </li> <li>● Model seeing the students               <ul style="list-style-type: none"> <li>○ Praise students and recognize their growth</li> <li>○ Connect and build relationships through verbal and body language</li> </ul> </li> <li>● DEI/Anti-Racism               <ul style="list-style-type: none"> <li>○ Model having difficult conversations about mindsets/language that may not be culturally responsive</li> <li>○ Be an active participant in DEI sessions to demonstrate that you too are a learner and also continue to develop your DEI lens.</li> <li>○ Model having difficult conversations about language/mindsets that are not aligned to our culturally responsive/Anti-Racist priority</li> </ul> </li> </ul>
<b>Engagement</b>	<ul style="list-style-type: none"> <li>● Be responsive and open to feedback</li> <li>● Write thorough reflections on feedback and track feedback over time to assess growth</li> <li>● Model 100% all-in during Whole School Moments</li> </ul>
<b>Professional Development Ownership</b>	<ul style="list-style-type: none"> <li>● Planning               <ul style="list-style-type: none"> <li>○ Embody a growth mindset</li> <li>○ Implement and reflect on feedback</li> <li>○ Review and adapt development plan daily as you receive feedback and in preparation for check-ins with Host Principal</li> <li>○ Document feedback in fellow plan and reflect on feedback to assess growth</li> <li>○ Actively manage your development to ensure that you are targeting each growth area you have identified</li> <li>○ Be proactive and collaborative in pursuing opportunities to practice and grow</li> </ul> </li> <li>● Inquire               <ul style="list-style-type: none"> <li>○ Be proactive and collaborative in pursuing opportunities and asking questions.</li> <li>○ Be an active learner. Put yourself in a position to interact in real-time conversations at the school (i.e., do not work isolated in a room).</li> <li>○ Collaborate with fellow cohort members to be active learners.</li> </ul> </li> </ul>

- Practice
  - When Host Principal models, note the moves Host Principal makes and reflect
  - Complete minute by minute plan each day you take over being a Principal
  - Complete all deliverables.
- Application
  - Seek opportunities to take center-stage and apply what you have practiced:
    - All School Clap
    - Class/Grade Reset
    - Crucial Conversations with Staff and Families
    - Community Circle/Community meeting