



## Invitation to Apply: 2020-21 Principal Leadership Institute

### Summary

The Principal Leadership Institute is a one-year “all remote” program that is based on a cohort model—current principal participants working virtually alongside exemplary principals using a coaching framework. The program framework will be job-embedded, actionable leadership seminars that will be followed by monthly workshops and coaching sessions with principal coaches. The philosophy of this model builds in high levels of support for leaders (via principal coaches) throughout the program to sustain and integrate the skills and behaviors learned during the seminars. Leaders will focus on:

- Leadership Identity
- Adaptive Schools Work
- Distributive Leadership
- Professional Learning Communities or Collaborative Teams

### Principal Participants

Principals across the state of Colorado have an opportunity to participate in our virtual Principal Leadership Institute. Interested principals will go through an application process to be selected to participate. The application process will occur in August 2020. Principals interested in being considered for the principal coach role will be invited through recommendations from district, BOCES and CDE Leadership through the lens of the Principal Coach Competencies that align with Colorado’s Principal Quality Standards.

### Leadership Matters

Principals across the state of Colorado are working in complex, dynamic learning environments and leading in times of uncertainty. School leaders will learn to optimize their collaborative systems and structures of distributive leadership while leading remotely. While learning to lead in virtual times, school leaders will find ways to empower staff to achieve a true sense of collective efficacy so that stakeholders in a building have ownership and a sense of responsibility in the leading and learning for all students. In the end, when teachers feel valued and heard, and when their voice is an integral part of the school leadership structure (even while working remotely), they will become loyal members of the team and choose to stay in our rewarding profession as they work tirelessly and in a committed fashion to improve student outcomes for each and every child.

### Theory of Action

*If....* principals can build systems that create a sense of collective teacher efficacy and a culture and climate that empowers,

*Then...* teacher retention and satisfaction will increase, and this will have a positive impact on student learning outcomes.

### Learning Outcomes to Be Achieved

- Increased Teacher Collective Efficacy
- Positive Culture and Climate in Schools

6 Key Leverage Points to reach the learning outcomes:

- Understand Leadership Identity
- Establish Trust in Schools
- Utilize Adaptive Schools Tools of Collaboration
- Incorporate Distributive Leadership Practices
- Build Teacher Capacity
- Create Collaborative Groups



## Timeline and Interaction

2020-2021	Interaction
Sept 2020	<b>Principal Leadership Institute Leadership Blueprint Event (virtual)</b> Sept 24 and 25, 2020 (Two 3-hour virtual sessions each day with the <a href="#">Flippen Group</a> )
Oct 2020 – May 2021	<b>8 Monthly Zoom Seminars</b> <ul style="list-style-type: none"> <li>• 90-minute Distributive Leadership content with a parallel pedagogical framework</li> <li>• 60-minute breakout sessions with principal coach to set actionable goals based on content learned to implement with staff</li> </ul>
Oct 2020 – May 2021	<b>8 Monthly Coaching Sessions with Assigned Principal Coach (virtual)</b> <i>Note: 60-minute coaching sessions dates/times to be determined between principal coach and principal participant.</i> <ul style="list-style-type: none"> <li>• Site visits or virtual visits to exemplar schools and participating schools to see examples of distributive leadership in action</li> <li>• Coaching sessions between principal coaches and participating principals to apply the Distributive Leadership practices</li> <li>• Formative Assessment via surveys to see growth or shifts in practice</li> </ul>
June 2021	<b>Principal Leadership Institute Culminating Celebration</b>

## Monthly Distributive Leadership Seminar Topics

- Leadership Identity: Who Am I and How Do I Lead with My Strengths During Unprecedented Times
- Understanding Current Reality and the Why Behind Prioritizing Relationships and Connections During Virtual Times
- Virtually Embracing the Climate and Reinforcing the School Culture
- The Confident and Skilled Facilitator in Virtual Times
- Building Awareness of Teams Virtually & Deepening Trust
- Developing High Functioning Collaborative Teams in Virtual Times
- Conflict as a Resource: Navigating Conflict Virtually
- Working with Unmanageable Problems Virtually

## Interested?

Visit <https://www.cde.state.co.us/educatortalent/principalleadershipinstitute> to learn more about this exciting learning opportunity to support our Colorado Principal Leaders to strengthen our distributive leadership skills and to build positive cultures and climates in our buildings! Join the #coleadercohort2020!

## Questions?

For additional information or questions contact Robyn Hamasaki, School Leadership Development Specialist at [hamasaki\\_r@cde.state.co.us](mailto:hamasaki_r@cde.state.co.us) or (720) 766-9302.