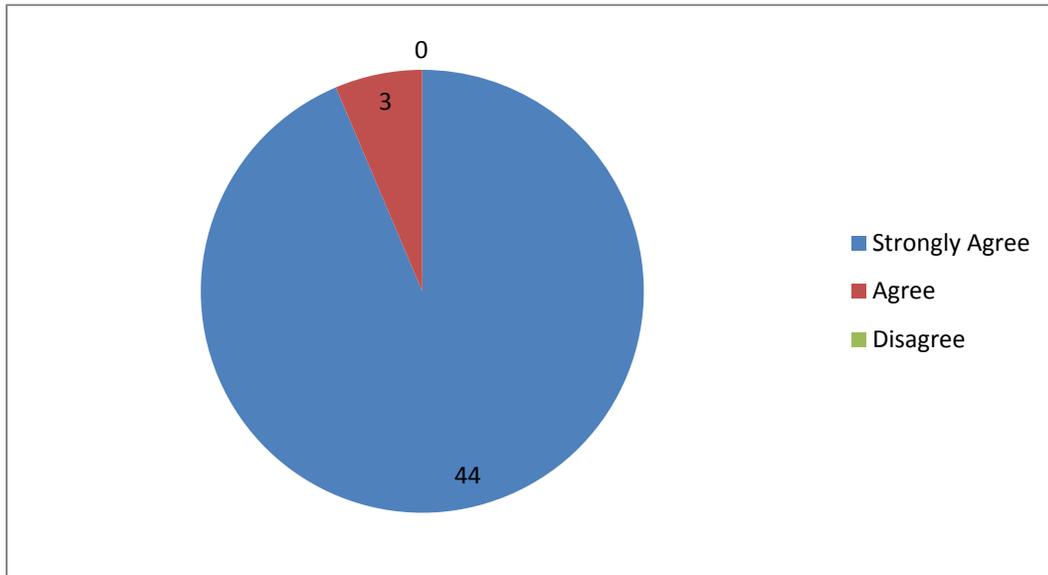


Online Survey: Feedback on Promising Principals Academy Experience, Year 2

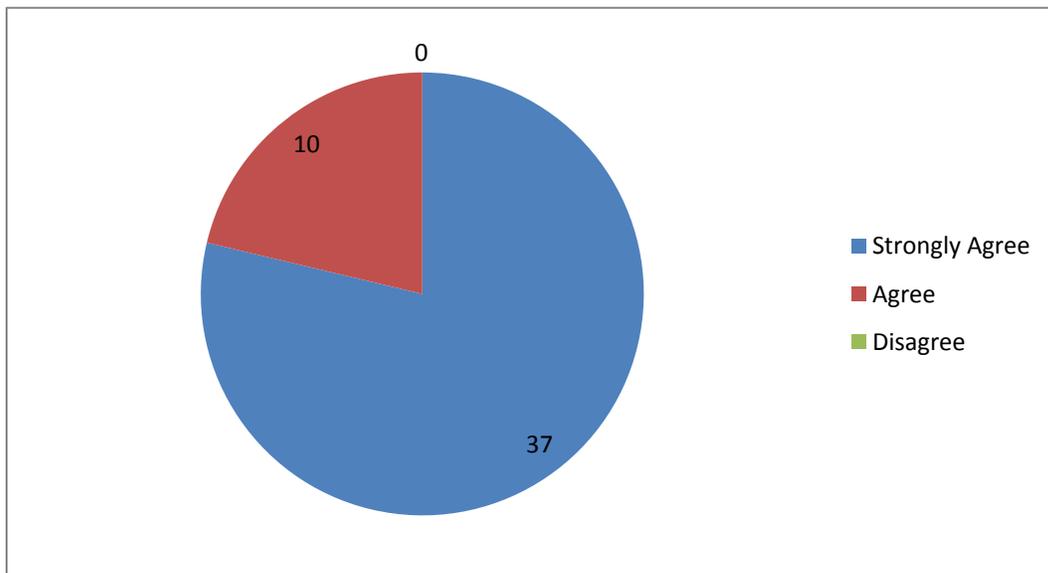
Total Number of Responses: 47

Please rate the degree to which you agree with each of the following statements.

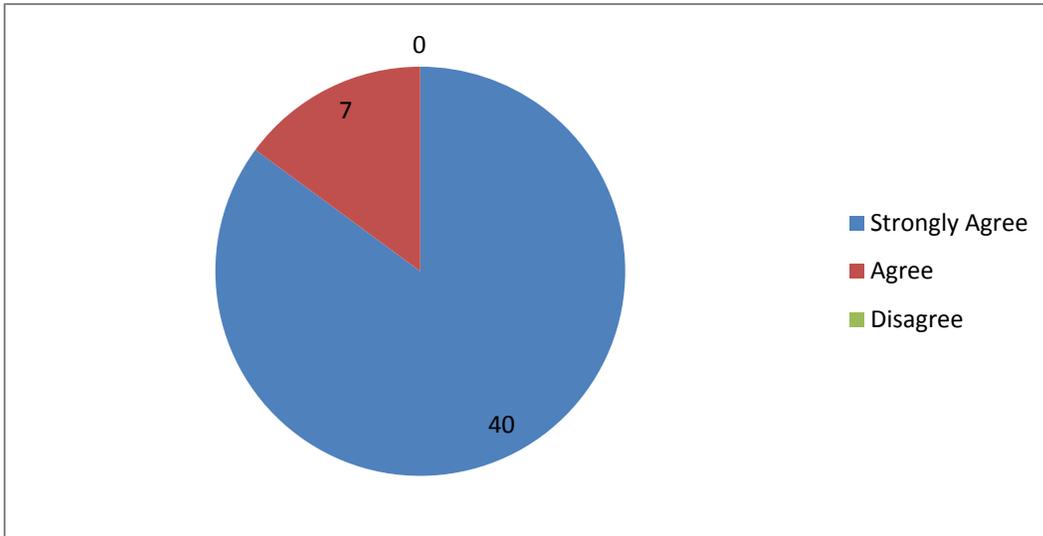
Q: The opportunity to participate in the Promising Principals Academy provided professional development tailored to my future job as a school-based principal.*



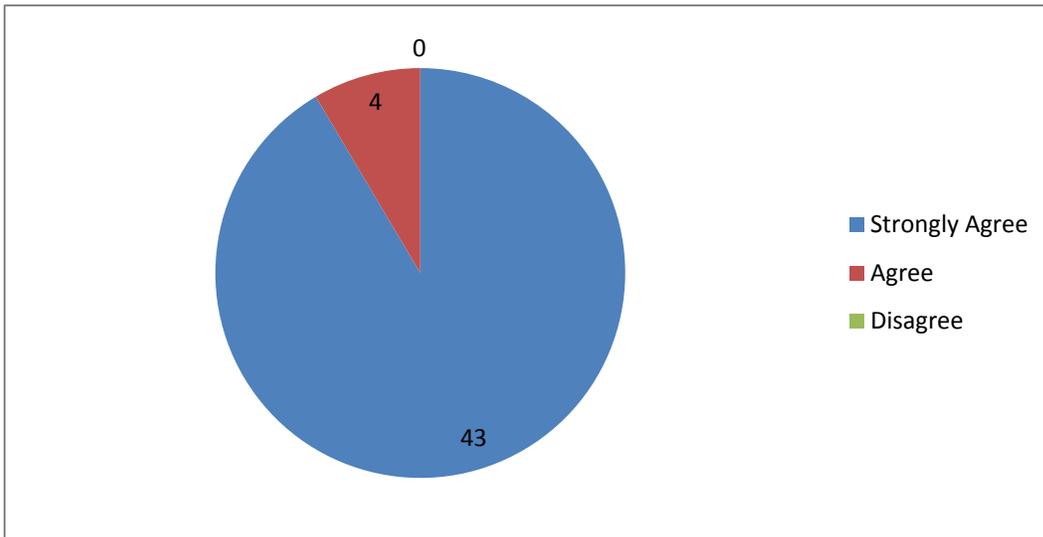
Q: The content was well planned and supported my needs as a future leader.*



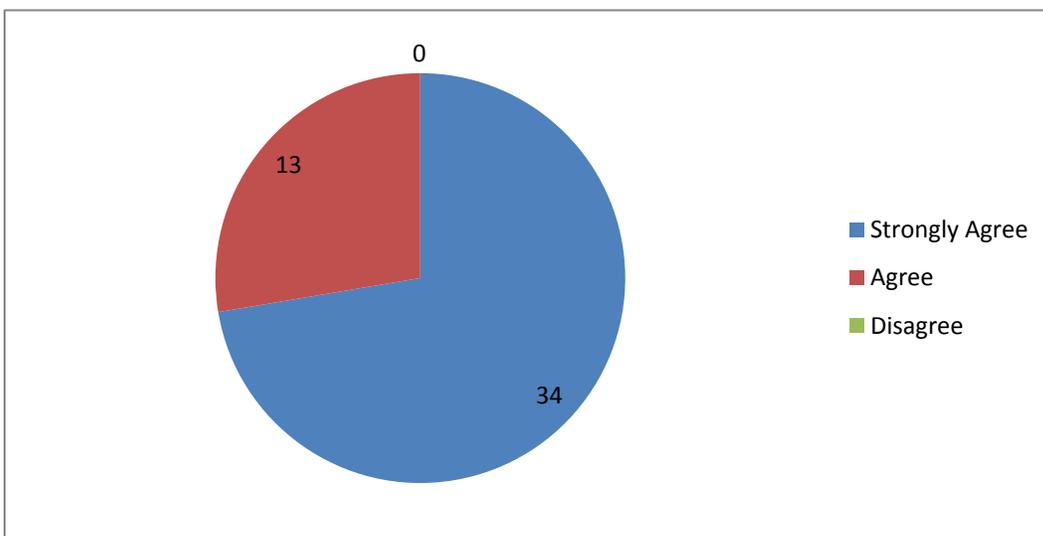
Q: The network of colleagues provided opportunities to discuss issues related to my future role as a principal.*



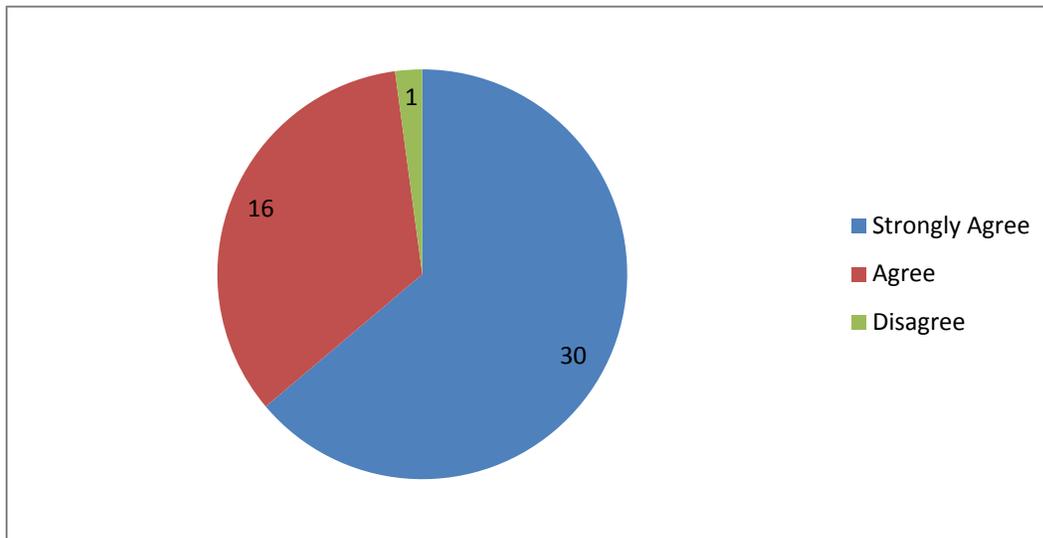
Q: The support from an experienced coach was an essential element to the year-long experience.*



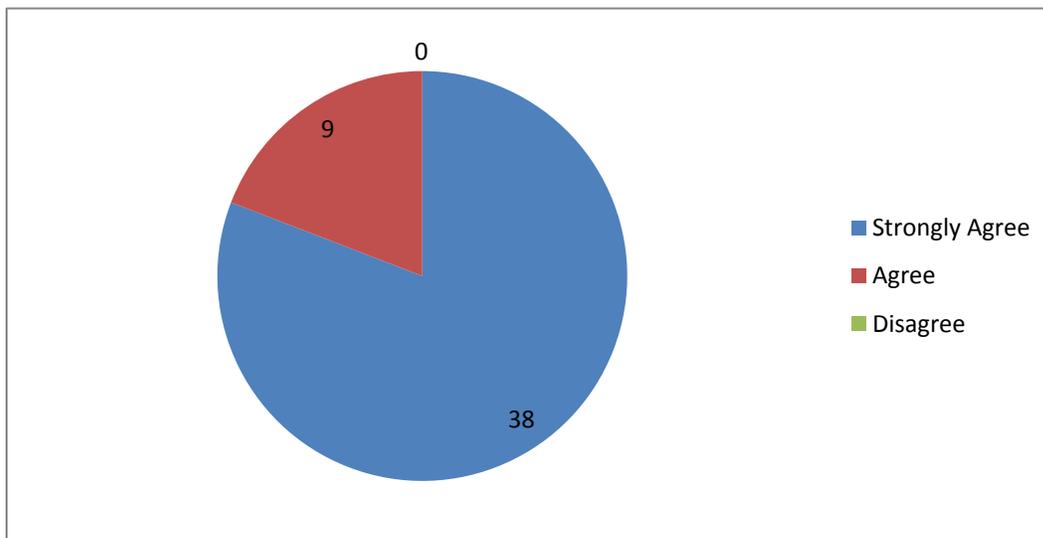
Q: The amount of face-to-face time and virtual meetings was well balanced to deliver the planned content.*



Q: The iPad technology facilitated my ability to participate in the professional learning community.*



Q: Overall, I feel the Academy experience prepared me to take on the role of the principalship.*



Q: What content presented in the Academy this year do you think will be most helpful in preparing you to be a new principal?*

Content most references in participants' responses:

1. Media interviews/media training with Tim Tooten
2. 10 Skills
3. School law
4. Core values and beliefs
5. DIRT/Temperament activity
6. Budget
7. Ethics/turbulence theory
8. Mock job interviews (coaches' activity)
9. Negotiations/Ki Thoughtbridge
10. Leading like legends (David Steinberg)

Select representational comments:

I think the most helpful was the 10 Skills presentation because it helped me to reflect on my weaknesses and then work with my coach to develop a plan to make improvements in those areas.

Any of the presentations focusing on specific leadership skills and ways to improve them were what I found most effective. I think if you get too specific it becomes too different from County to County and can hurt the relevance for each individual.

While the content supported prior knowledge, it was the opportunity to collaborate with other professionals around the state regarding the topic. The Academy provided a safe learning environment in which to grow together as a team to become more accomplished school leaders.

I loved the breakout activities during that convening. They presented us with scenarios that we encounter on a regular basis and offered tangible options on how to approach things.

The budget process was extremely helpful, however I feel that it should happen sooner as the budget season in my district starts at the end of January.

Core beliefs and values really assisted me with my vision. The encouragement to self reflect enabled me to become a better leader this year as an Assistant Principal. Additionally, the presentations presented by Dr. Henry Wagner and Dr. David Steinberg validated leadership qualities I would like to possess!

Team assembly was the highlight of the experience for me. My colleagues on the team embraced and recognized the strengths and weaknesses that each member brought to the table and worked to establish a team dynamic that made the experience meaningful, productive, and enjoyable.

The mock Fuze interview that Cathy and John did was one of the best professional development experiences I have had. Even though I am already employed as a principal, their feedback helped me reflect on my messaging and presentation as I communicate not only with potential future employers, but with community members as well (staff, students, parents, etc).

I love hearing Dr. Wagner speak... hearing his ideals, how he conducts himself, what he looks for in administrator, and how he conducts his leadership meetings was an amazing experience.

Q: What additional topics would have been helpful in preparing you to be a successful principal? *

Topics most references in participants' responses:

1. More on school law, specific Maryland examples, principal-specific examples
2. Handling personnel issues, struggling teachers, hiring and firing, team building
3. Communications, specifically interacting with the community, difficult parents, social media
4. Visiting other participants' schools, shadowing successful principals, etc.
5. More on budgeting, earlier in session
6. More time to discuss and think through scenarios related to the topics discussed
7. Time management and dealing with stress of principal job

Select representational comments:

I would have liked to have covered school discipline (in light of the discipline policy re-write).

I think more scenarios of challenging situations to discuss within our groups and share out could be beneficial. We can learn so much from one another!

Perhaps live mock interviews and a resume workshop. Also working with previous promising principal participants who have become successful principals.

Panel discussion of 1st / 2nd year principals with the overarching topic being lessons learned in the early stages of the principalship

Having the opportunity to hear of actual legal cases within the state of MD or within the counties that would be relevant to our learning. Being from a small, sheltered community, it would have been nice to hear scenarios that have taken place in other districts and what the outcome was for the student, teacher, principal, etc.

Effective communication and having difficult/courageous conversations with subordinates and colleagues.

Include as many opportunities as possible to have the teams work through real world scenarios. What ifs... and how would you respond/react.

Please describe how you have reached out to the following individuals based on your experiences during the Academy.

Q: Fellow Promising Principals in the Academy program?*

Select representational comments:

During our Fuze meetings, we would discuss current issues going on in our school and give advice.

I've reached out to teammates to talk about some issues such as discipline and testing, as well as participants in surrounding counties when there was an issue that involved us -- have the PP framework built these relationships and now we lean on each other on a regular basis.

Ideas on professional development, "what would you do" type questions for different situations. In preparing for an interview for a principal job, I reached out to teammates for sample questions and resources.

I have attended other conferences with them, recruited some as presenters for a conference I was planning and called them with various questions or just to catch up.

The connections I have made through this experience have helped me to realize the unique skills each member brings to the table. Reaching out to members of my team for advice based on expertise has given me a new network of supports.

I have spoken with colleagues to learn about the different procedures for becoming a principal, I have reached out to discuss how to handle difficult personnel within the building or within the group and I have reached out just to "vent" and listen to others "vent" about school concerns.

Within my team there is an unconditional support network. We have shared many resources that have been successful at our respective buildings. Additionally, we each bring our own areas of expertise to the group and have called on one another for guidance and advice.

I have asked how my fellow promising principals balance their work load, handle the high flyers in their building, and what their involvement in improving instruction looks like.

Q: Your team coach/mentor?*

Select representational comments:

I've reached out to my coach when I've had issues with a teacher observation that went sour, juggling PARCC demands, discussing the transition from a middle school administrator to one in a high school, and in prepping for upcoming interviews.

I spoke with my coach many times; we discussed the lessons required of us but many other things as well. He has given me some wonderful advice and has been an ear to listen to my future career plans

My coach has been a fantastic mentor. He has given me some great advice and has helped me adjust my thinking in a few instances. It was excellent to have an objective ear who was unfamiliar with all the political nonsense in my county from whom to take some truly great advice.

My coach was an unbelievable mentor. He encouraged me to try and try harder. He helped me realize my own potential and strengths. He has been there through the entire interview process and supported me through the outcome. His advice helped me think rationally about the process.

My coach has been available by text, phone and email throughout this experience. At my request she has offered invaluable feedback that has helped me to stretch my leadership capacity. During our site visit we had the opportunity to reflect on what she was able to see from the outside looking in. She offered me feedback and suggestions in addressing staff, parents and students. In updating my resume and cover letter she required me to rethink the content to paint a true picture of my leadership strengths. Her perspective has been invaluable.

My coach is a great leader with a vast amount of experience as a school leader. He has been extremely open with our team in sharing his experiences with our entire team. Additionally, he has counseled me one-on-one through a few challenging situations this year at school.

My coach accepted me with open arms. I am the only one this year who is still in a classroom so I was a little overwhelmed at first. I was afraid of how all the other AP's were going to accept me since I was a teacher. The team accepted me as well and I realized that I was an asset to the team because I still had the teacher perspective to share during our team sessions.

My coach served as a sounding board in preparation for my interview process for an administrator position in Anne Arundel County. Her insight was particularly beneficial and contributed to the success of my interview.

She is an amazing coach; she came to visit me at the beginning of the year, we spoke via Fuze as scheduled, and met for lunch over my spring break to talk through my initial thoughts on planning for next year with my staff.

I have truly enjoyed having a coach that was easily accessible and so knowledgeable. Besides the scheduled Fuze meetings, I have actually called and spoke to my coach about a situation that I was going through at my school. His advice and listening ear helped me through the situation. I appreciate his persistence in reaching out to me as well. He understood the time pressure administrators have and was flexible with my schedule.

My mentor has been invaluable to me! I have communicated with my mentor every week or every other week. He has listened and helped me talk through a number of sensitive situations of which I faced as an assistant principal. He was always available, very supportive, and had many ideas to offer. I had not planned on participating in the Mock Interview for principals. He encouraged me to try it, and it ended up being one of the most beneficial parts of the Academy for me. I received feedback on my strengths and weaknesses. It was an activity that I could definitely refer to when it comes time to interview.

Q: Leaders/administrators at your school?*

Select representational comments:

Because of the academy, I've felt like I had up to date and new information to share with my admin team and have been assigned many areas (SLOs, for example) to do staff development and act as the lead due to the in-service opportunity that I received.

I come back and share new ideas with them and offer any resources they are interested in. I openly praise the program throughout the county.

As a result of this experience, I have reached out to the Executive Director of Elementary Schools and provided sharing of information and led professional discussion on topics from the academy.

I have used the SLO presentation to present to the staff with the principal's participation. I have reached out to ask questions about observation consistency around the county, I have asked to participate in some of the budgeting decisions, I have been about to discuss and participate in 'tough' observations within our building.

I shared a lot of the new information with my principal. Some of the information, especially our discussion on transgender issues, has kept us out of "hot water" I'm sure.

My Principal and I have discussed and changed a few of ideas we were implementing based on what I learned at PPA!

I scheduled time with my current principal after each convening to share the information that I learned at the meetings. We would discuss the information and then determine how it could be used at school.

As we would finish sessions at the Academy, I would go back filled with questions to ask my principal. He helped me better understand how things (policies and procedures) worked in our county and at our particular school.

I reach out to my Leadership Team to transfer the learning I have received during the Academy to improve practices and approaches we take as a team.

My principal and I have had countless discussions that build on the ideas shared at the Promising Principals' convenings. We have continued the use of the "10 Skills" book with our school Leadership Team, with special attention on the Process Circle.

Informative; kept abreast of current trends and led hot topic discussions (knowing the audience); asked quality questions; gave honest feedback; built rapport with individuals and the group; and modeled effective leadership

My coach takes her role as a mentor seriously and wants us all to do well. She makes us better by holding us to high expectations and challenging us to think about things in different ways. She provides constructive feedback to improve our craft. Her commitment to the leaders of the future.

She is an outstanding coach. Working within an experience such as this is sometimes challenging for me, but her facilitation immediately created a strong group bond and her sincere interest in our individual and group well-being and success made the overall experience more positive than the content and activities alone.

My coach was CRITICAL to the success of our experience. He was the consummate professional, a model of strong character, and an invaluable resource. John facilitated meaningful conversations and held us accountable for participating fully in the learning experiences.

My coach was fantastic. He provided advice, constructive criticism, and opportunities to demonstrate my abilities as well as expand my knowledge.

Q: What would have made the Academy experience better?*

Please provide suggestions that MSDE can use to improve the Academy program going forward.

Select representational comments:

Break up the presentations a little and chunk the material at appropriate points for the team to discuss and talk about take-aways and aha moments.

I would suggest more time and team building activities initially.

I would have liked more opportunities to hear from other administrators about their experiences and what has helped to shape their careers.

The overall experience was wonderful. It would have been neat to visit a teammate in a different school/system to observe them on the job, handling similar situations, etc.

Working with members from other teams on a more consistent basis. I have met 9 incredible people that I will stay in contact with. Having more opportunities to team build and network with the larger group would have really extended relationships and shared professional experiences.

Change the days of the week that the convenings are held, not always beginning Sunday into Monday

I would like to have some time to work with just elementary administrators to discuss issues and leadership ideas at the elementary level. Although it was helpful to meet within a mixed group, having some time to break out and work with elementary peers I think would have also been helpful.

One suggestion would be provide more opportunities to work with other members outside of your group. The activities that we did when we partnered with other groups were great. I learned a lot from other groups and got to meet more people.

Continue to share what is going on as a state. Sometimes in our small districts, we are not informed about what is happening with policies, testing, etc. We are often told what are county is going to be doing, but don't always know the why behind what we are doing. It's great to know the "why" of things that are changing in education.

Perhaps differentiating some of the sessions. In the technology session it would have been more productive to work with people on the same level as you in regards to technology.

Q: Would you be willing to be part of MSDE's work with future Promising Principals Academy cohorts?*

