

## Sessions

### Leadership & Current State

Orientation  
Nov. 21, 2023  
4:30-7 p.m.

Full Gathering  
Dec. 12, 2023  
4:30-7 p.m.

### Data → Knowledge → Action

Triad Observation of Practice  
January 2024  
8:30 a.m.-12 p.m.

Full Gathering  
Feb. 20, 2024  
4:30-7 p.m.

### Action to Performance

Triad Observation of Practice  
March 2024  
8:30 a.m.-12 p.m.

Full Gathering  
April 9, 2024  
4:30-7 p.m.

Triad Observation of Practice  
May 2024  
8:30 a.m.-12 p.m.

### Putting it All Together: Performance to Data

Full Gathering  
Celebrate & Reflect  
June 19, 2024  
4:30-7 p.m.

NOTE: Full Gatherings held in Grand Traverse Conference Rooms A+B at Northwest Education Services, 1101 Red Drive, Traverse City



## Leadership Support System

# New Principal Network

## An engaging community for educators in their first three years as building leaders

Northwest Education Services (North Ed) is the sponsor of a region-wide professional learning program for new principals who wish to develop their skills as building leaders. Under the guidance of experienced program facilitators and mentors, new principals will gain knowledge and tools to support their new roles through collaborative learning sessions. Developed in 2023 and designed for principals who are in their first three years on the job, the

New Principal Network program is grounded in Professional Standards of Educational Leaders as well as the Domains of Marzano's Focused School Leader Map. By helping you to create your own experience of learning as well as gaining the insight of other new and experienced administrators, this collaborative network will keep the focus on where it should be: student learning.

## Outcomes

- Understand the building leader's role in maintaining a healthy culture and data-driven focus on student learning and improvement of instruction.
- Maintain a healthy balance of instructional and transactional leadership.
- Identify and use effective strategies when maintaining productive relationships with central office administration, labor unions, media, school community and staff.
- Maintain a focus on student learning when allocating resources (time, human and fiscal).
- Develop observational practices and feedback processes to better support learning and teaching.
- Understand and implement monitoring systems of evidence-based practices.

## Format

- Eight-month program from November to June.
- Required attendance at quarterly cohort meetings (face-to-face and/or virtual).
- Quarterly observation of practice in triads based on building-wide problems of practice.
- Weekly meetings with appointed experienced mentor.
- Work with individual Growth Plans as well as an on-the-job problem of practice.

## Opportunities

Participants can:

- Obtain SCECHs to meet certification renewal requirements.
- Gain follow-up support from cohort and program mentors.
- Collaborate with colleagues from the region.
- Put theory into practice with on-the-job and real-life experiences.
- Engage in reflective practice.

## Program Expectations

### Candidates/Participants will:

- Submit a signed participation letter from local administrator.
- Complete online Participant Information Form.
- Attend ALL sessions and meetings.
- Complete all program assignments including Growth Plan and identify a building problem of practice.

### Districts will:

- Identify candidates within their first three years in a building leader role.
- Provide district administrators to serve as mentors.
- Provide appropriate support for participant to meet all program requirements including time for learning, collaboration and reflective practice.

### Mentors will:

- Provide time for weekly (no less than biweekly) contact with program participant.
- Engage in coaching conversations to include active listening by paraphrasing, taking the mentee where he or she is at and mediate thinking.

## Program Components

Research found that new building leaders confront many common challenges such as: feeling isolated, time management, staff relations, introducing change, honoring the various constituencies, unrealistic expectations, meeting individual student needs, and not developing or honoring the school vision and mission. This program will interweave six strategies to help build capacity and enhance longevity in school leader positions:

- Becoming the lead learner.
- Building reflective practices.
- Developing a broad and systemic viewpoint.
- Practicing patience and flexibility.
- Time management while remaining focused on student learning.
- On-the-job support and feedback.

## How to Apply

Scan the QR code below or go to: [www.NorthwestEd.org/PD](http://www.NorthwestEd.org/PD) to complete the online Participant Information Form and submit the following:

- Signed participation letter from local administrator\*

*\*Candidates must be sponsored by their local administrator. The local district will be responsible for registration fees.*

## Contact Us

### Cathy Meyer-Looze, Ed.D.

High Impact Coach  
231.633.4710  
[cmeyer@NorthwestEd.org](mailto:cmeyer@NorthwestEd.org)

### Rick Vandermolen, Ed.D.

Systems & Leadership Coach  
231.642.1507  
[rvandermolen@NorthwestEd.org](mailto:rvandermolen@NorthwestEd.org)

## Apply Today!

[NorthwestEd.org/PD](http://NorthwestEd.org/PD)



## North Ed Leadership Support System

Northwest Education Services (North Ed) offers targeted professional development and training through its Leadership Support System:

### Future Leaders Academy (FLA)

For Aspiring Principals, Future Leaders

### New Principal Network (NPN)

For New & Young Principals (0-3 years in role)

### School Leadership Network (SLN)

For All Secondary & Elementary Principals

### Impact Leader Partnership (ILP)

For Superintendents