

**CCREA Lead and LEARN New Principal Support Program Mid-Year Review
May 10, 2021**

Submitted to Dr. Ed Croom
Executive Director, Central Carolina Education Regional Service Alliance

Dr. Croom,

Thank you for the continued honor of facilitating the CCRESA Lead and Learn New Principal Support program the past three years. As a recap, Lead and Learn began in August, 2018 in response to the Superintendents' interests in providing collaborative leadership support for new principals across the region. Below you will find information about each cohort.

Year 1 (2018-19) Cohort 1 - **31** New Principal Participants from 12 districts

Franklin, Granville, Greene, Halifax, Orange, Northampton,
Person, Pitt, Roanoke Rapids, Vance, Warren, and Wilson

Year 2 (2019-20) Cohort 2 - **18** New Principal Participants from 10 districts

Franklin, Granville, Halifax, Johnston, Orange, Pitt,
Roanoke Rapids, Vance, Warren, and Wilson

Cohort 1 - **21** 2nd Year Principal Participants chose to continue with coaching and cohort support.

Franklin, Granville, Halifax, Orange, Northampton, Person,
Pitt, Roanoke Rapids, Vance, Warren, and Wilson

Year 3 (2020-21): Cohort 3 - **9** New Principal Participants from 4 districts
Chapel Hill-Carrboro City, Halifax, Wake, and Warren

Alumni - **33** (Cohorts 1 & 2) 2nd and 3rd Year Principal Participants chose to continue with coaching and cohort support from 9 districts. Individual principal participation varies from month to month.

Franklin, Granville, Halifax, Johnston, Orange, Roanoke Rapids,
Vance, Warren, and Wilson

In response to the COVID-19 crisis I have altered some of our cohort session topics to ensure we are meeting the individual and collective needs of our principals. Attending to their social and emotional needs has been critical, especially for those leading schools for the first time under such uncertain times and unprecedented circumstances. I have enjoyed building relationships with our principals and providing timely, and sometimes on-demand support, including formal and informal coaching feedback. I have been inspired by their courageous and visionary leadership and feel hopeful about their future. How blessed their students, staffs, and communities are to have them at the helm of their schools.

As of May 10, 2021, the Alumni Cohort has averaged 20 principal participants per support session with the same average number participating regularly in one or more coaching sessions. Principals' availability to participate varies from month to month based on their busy schedules. Cohort 3 support session participation has averaged 7 principals in attendance, with participation in coaching sessions. I have worked to reschedule individual coaching sessions for principals in all cohorts when they have been unable to keep their appointment due to district leadership meetings, faculty/staff sessions, and re-entry planning.

An end-of-year survey will be conducted in June, 2021. Until that time, you will find the satisfaction rates from the February 15, 2021 Mid-Year Survey Responses.

Principal Participant Survey Responses to all three active cohort members.

Leadership Usefulness for Cohort Support and Coaching. (23 Responding)

* LEAD and LEARN support sessions with fellow principals have been relevant to my leadership work with opportunities to learn about leadership strategies other new principals were using in their schools. **100% YES responses**

* The LEAD and LEARN sessions provided opportunities for collaboration and collegial support for new principals across the CCRESA. **100% YES responses**

* The coaching sessions have been valuable to my leadership growth and development. **100% YES Responses**

* The LEAD and LEARN facilitator shared leadership skills, strategies and experiences that deepened my learning as a new principal. **100% YES responses**

* The facilitator/coach challenged my thinking and personal reflection. **100% YES**
Scale: 1-5. Level 5 = YES 87.0%; Level 4= YES 13%

COHORT SUPPORT (Free Response)

Please offer any additional comments about your program participation that would be helpful for the program facilitator and CCRESA Executive Director to know that would strengthen future programming opportunities for new principals. (23 Responding)

"The addition of the coaching sessions has been very beneficial. This should definitely be a part of it as it continues." -Cohort 1

"Keep this available for principals!" - Cohort 1

"As a new principal, sometimes we tend to try put out all the fires. We have learned from Anna to prioritize because every situation does not have to be addressed. Anna has a way of sharing her own experiences to help guide our thinking. This has and continues to be an awesome experience."
-Cohort 1

"The Lead and Learn Cohort provides such positive growth opportunities with other new school leaders. The activities and discussions lead to shared ideas and strategies that indeed help to develop strong and forward thinking leaders." - Cohort 2

"I would like to have the opportunity to continue to collaborate with other principals (similar years of experience) in the future. I think this would be good for new principals." - Cohort 2

"Cognitive coaching has been the most useful." - Cohort 3

"Being able to discuss topics relevant to us and get insight" -Cohort 1

"Dr. Brady always has a way to help you self reflect in order to make choices. I like this because instead of her giving the answers she helps you grow as a leader by discovering the answers within." - Cohort 2

"Keep this available for principals! This program has been extremely useful to me as a new principal. I think it would be worth considering having some type of programming for new assistant principals".

"It has been a life changing experience as a first year principal. The presentations, coaching, and collaboration with other colleagues, and impartations from Coach Anna Brady have been such a breath of fresh air and encouraging." - Cohort 3

"Anna Brady is absolutely amazing! Her insight, encouragement, and ability to help problem-solve have been essential as a first year principal." - Cohort 3

"Opportunities to collaborate with fellow principals is so helpful and should be continued." - Cohort 2

"The one to one (coaching) sessions are necessary to discuss concerns as well as ideas to move forward in education as a Principal." - Cohort 2

"I have been a part of this program for three years now. It has truly helped develop my leadership skills. Anna has been great at providing support and the right message at the right time. I hope to continue to participate in some way in the future." -Cohort 1

"Please continue with this program. Districts often do not offer this space in which principals can share across districts. It is critical for us to be able to share "safely" with others who are experiencing the same issues and strategize solutions to their issues and learn from each other. Anna guides/leads us to solutions all while validating your thoughts and the process." -Cohort 1

"I would like to have the opportunity to continue to collaborate with other principals (similar years of experience) in the future. I think this would be good for new principals". -Cohort 1

"Please continue this Principal support program. The outside ear/eye is invaluable to Principals who often times don't express the whole truth when in the system with which they work." -Cohort 3

"One on one sessions - most valuable" - Cohort 3

"Facilitation that is a combination of discussion and hands-on activities; repeated reminders to use the principal standards to plan and evaluate the work; focus on vision has been most useful" - Cohort 2

"The 1-on-1 meetings and support sessions. Also the group meetings have been helpful with sharing ideas and not feeling alone during these times." -Cohort 2

"Ms. Brady is AWESOME!!! She has made my first two years as a principal great." - Cohort 2

"This is a great program and support group for anyone in the principal position! I would recommend it to anyone!" - Cohort 1

"The individual mentorship" -Cohort 1

"The discussions held with the presenters and with colleagues have all been meaningful in my work to continuously improve my craft of leading. Everything we have done over the years has had some type of impact on me as a leader." -Cohort 1

LEADERSHIP COACHING (Free Response)

What has been useful for you from the leadership coaching sessions? (23 Responding)

"Anna provides not only an ear, but a sounding board. She hears given cues and provides things to consider and experiences she has had or others shared with her. This one on one time has fueled me each week it occurs. The time flies - sitting as the sole person in my school in this chair is not easy and she provides support needed to not jump ship!" - Cohort 3

"The ability to have a "safe space" to talk to Anna knowing that she has experience/expertise and is able to understand what I am going through. Her real life stories enhance the experience." -Cohort 1

"The leadership coaching sessions have been extremely beneficial as an opportunity for me to share successes and concerns with someone who is outside of my circle, yet truly understands, cares and can provide useful feedback." -Cohort 1

"The affirmations and advice given have been the most useful from the coaching sessions." - Cohort 1

"The opportunity to share Problems of Practice and talking through solutions." -Cohort 1

"What has been useful for me has been having a person I know I can go to when needed who listen and offer confirmation for your work. The advice is something I can put to practice." - Cohort 1

"The coaching sessions have really been helpful, especially in the time of the pandemic. One thing I did enjoy pre-pandemic was the visits to other schools. I believe this helps educators to get out of their own buildings and see what happens in other districts." - Cohort 1

"The one on one time with coach." - Cohort 3

"Anna Brady is AMAZING! She is so supportive and understanding. I struggled my first year in a new county as a first year principal. I would not have made it without her individual support and mentorship. She was what made this a great experience!" -Cohort 1

"Having a thought partner to reflect on situations; having an advocate for my growth" - Cohort 2

"Ms. Brady is such an active listener and always has a genuine concern for my concerns. During each session, she asks critical questions to push you to look at situations from multiple perspectives and then she asks additional questions to help you think of ways to find possible solutions to the problems. In addition, Ms. Brady allows you to share and discuss without judgment. In my sessions with her, I feel safe to share and open to feedback." - Cohort 2

"I sincerely appreciate the personalized attention and the insight from a veteran Principal. I have been able to take the jewels learned and the opportunity to collaborate with my peers to address areas within my building." -Cohort 3

Cohort 3 (2020-21 New Principals)

DELIVERY DATES	COHORT 3 SUPPORT SESSIONS	Principal Participants
August 26, 2020 9:00-11:00 Virtual	Principal Leadership Community Building; Includes Leadership Goal Setting/Program Overview	7
September 16, 2020 9:00-11:00 Virtual	The Principal Coach: The Developer of Winning Teams (Engaging Staff and Families Through Remote Learning)	7
October 14, 2020 9:00-11:00 Virtual	Ensuring Equitable Learning Practices and Strong Social Emotional Learning	7
January 20, 2020 9:00-11:00 Virtual	Growing Teacher Leaders: Using Best Practices for Observing, Coaching, Questioning, and Providing Feedback Remotely	9
March 17, 2020 9:00-11:00 Virtual	Group Session - Success Leaves Clues and Intro to Courageous Conversations	4
April 21, 2020 9:00-11:00 Virtual	Group Session - Courageous Conversations and End of Year Close-Out Strategies	5

DATES	COHORT 3 INDIVIDUAL COACHING SESSIONS	Principal Participants
By September 30, 2020 Virtual	Individual Coaching Sessions with Principals	8
By October 31, 2020 Virtual	Individual Coaching Sessions with Principals	9
By November 30, 2020 Virtual	Individual Coaching Sessions with Principals	9
By January 31, 2020 Virtual	Individual Coaching Sessions with Principals	9
By February 28, 2020 Virtual	Individual Coaching Sessions with Principals In Progress	7
By April 30, 2020 Virtual	Individual Coaching Sessions with Principals	6
By May 30, 2020 Virtual	Individual Coaching Sessions with Principals	In Progress
By June 30, 2020 Virtual	Individual Coaching Sessions with Principals	In Progress

ALUMNI COHORTS 1 & 2 (2018-20 New Principals)

DATES	ALUMI (COHORTS 1 & 2) SUPPORT SESSIONS	Principal Participants
September 9, 2020 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey Leadership Successes, Challenges and Engaging Staff and Families Through Remote Learning	27
November 18, 2020 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey Ensuring Equitable Learning Practices and Strong Social Emotional Learning	21
January 13, 2021 9:00-11:00 Virtual	Group Session - Topic TBD Based on Survey HOPE LEADERS: Communicating and Collaborating Effectively with Energy, Empathy, Equity, and Excellence	11
March 10, 2021 9:00-11:00 Virtual	Group Session - Success Leaves Clues	15
April 28, 2021 9:00-11:00 Virtual	Group Session - What Great Principals Really Do (ASCD article reading and break-out team session collaboration)	18

DATES	ALUMNI (COHORTS 1 & 2) INDIVIDUAL COACHING SESSIONS	Principal Participants
By October 31, 2020 Virtual	Individual Coaching Sessions with Principals	20
By December 31, 2020 Virtual	Individual Coaching Sessions with Principals	20
By February 28, 2021 Virtual	Individual Coaching Sessions with Principals In Progress	16
By April 30, 2021 Virtual	Individual Coaching Sessions with Principals	16
By June 30, 2021 Virtual	Individual Coaching Sessions with Principals	In Progress