

Goals

I have three main goals for my first year in the Assistant Principal role:

1. Cultivating positive relationships- helping to bridge the gap and heal from the pandemic school year
2. Integrating a technology plan within all departments
3. Enhancing the onboarding process for new teachers

Timeline

Within 4 months:

Connect with Kate, Jason and Tom about expectations and job specifics

Schedule expectations meetings with teachers I'm assigned to

- What do they expect from me as their leader?
- What sort of support do they like?
- What do they struggle with in terms of the current curriculum?
- What obstacles do they foresee for themselves in terms of CASL alignment?
- What are their favorite units/ things to teach?
- What skills do they think they have that other teachers could learn about/ benefit from?
- What ideas do they have?
- What help do they need currently?

Organize classroom visits for observations

- Google sheets organizer/ calendar invites to each individual
- Have additional focus on how technology is incorporated into their instruction

Team Building within the department

- Small/ fun initiatives that get people comfortable/ working together
- Can be as a whole department, or in horizontal teams/ grade levels

Establish positive relationships and listen to concerns/ needs/ wants

Create an intentional onboarding plan for new teachers in the building

- Schedule monthly meetings with new teachers and their mentors
- Culture-building initiatives
- Additional gradebook, CASL, and Grasp Goal support
- Develop onboarding "kit" for new teachers
- Attend NTO to meet & greet new teachers

Within 8 months:

Feel like I know teachers and their individual skills

- Create partnerships with certain teachers to help advance instruction
- Schedule potential teacher trainings/ PDs

Midpoint snapshot of instruction & student learning

- Check for alignment/ misalignment
- Develop an implementation plan to change misaligned curriculum with individual teachers for the following year
- Discuss upcoming assessments and where the “holes” are that need to be addressed
- Develop/ share action plan for 2nd semester

CASL alignment check

- Review gradebook set-up with individual teachers
 - What “level” of CASL are they at?
 - What do they need assistance with?
- Decide with grade levels what our “standards” look like
 - How are we scaffolding/ differentiating from grade to grade?

Research grants/ trainings

- What resources are out there to help us specifically in individual departments?

Within 12 months:

Develop/ Initiate technology training

Establish/ strengthen community partnerships

- Work with Crounse Library to promote events to students directly
- Reach out to local businesses to see if they would display published student work
- Develop systems with elementary level classrooms for student engagement/ district-wide connections

SAT focus

- Look at SAT scores from spring 2021 and figure out what weaknesses are present
 - Where are the students struggling?
 - In those specific areas, what does our curriculum look like?
- Research best practices for SAT prep
 - What are surrounding districts doing?
 - What are other districts (with high SAT scores) in different states doing?

Analyze data

- Reflect on scores and teaching practices implemented during the 2021-2022 school year
 - What things have improved?
 - What things still need to be addressed?

- Where are our strengths?
 - What does our curriculum look like here?
- Develop a plan for the upcoming school year

Survey

- Send out a reflection survey to the teachers
 - What did we do well?
 - What can we do better?
 - What still needs to be done?
 - Did I meet your expectations set at the beginning of the school year?
- Use responses to drive change and/ or solidify practices