



2024-2025 Beginning Administrator Induction Program



Who is the BAI Program for?

- First-year administrators (excluding superintendents)
 - Principal
 - Assistant Principal
 - Curriculum Administrator
 - Special Education Administrator
- *Administrators from out-of-state with previous experience; and
- *Administrators returning to the profession

*Please note the only requirement for administrators who have experience out-of-state or those returning to the profession is to attend TESS Credentialing. All other trainings and support are optional.

Required Components of the Beginning Administrator Induction Program:

TESS Credentialing & Understanding the Code of Ethics

Participants will gain a basic understanding of the Educator Effectiveness System and the TESS/LEADS Teacher and Administrator Evaluation Systems including ratings of classroom teachers. The training certificate must be obtained before new administrators can evaluate teachers in the state of Arkansas. The final two hours will focus on understanding the Code of Ethics Standards for Arkansas Educators. This training will be held virtually.

BAs will participate in one (1) of the following virtual training dates:

- **July 25 (FULL)**
- August 2
- August 6
- September 26
- October 7

Cognitive Coaching

This 6-hour virtual training session will provide an overview of Cognitive CoachingSM as a research-based coaching model. Participants will experience cognitive coaching through modeling and application of foundational coaching communication skills including rapport, pausing, and paraphrasing, and leave with an increased consciousness of coaching as one of four support functions. BAs must participate in one of the 6-hour virtual sessions and at least one of the virtual Community of Practice sessions.

BAs must participate in one (1) of the following 6-hour virtual sessions held from 9:00 am to 3:30 pm including a 30-minute lunch break.

- **January 29 (FULL)**
- **January 30 (FULL)**
- **January 31 (FULL)**
- **February 10 (FULL)**
- February 19
- February 24

BAs must participate in one (1) of the following virtual Community of Practice training dates. Sessions will be 60-90 minutes.

- April 8 from 8:30-9:30
- April 22 from 11:30-12:30
- May 2 from 8:30-9:30
- May 16 from 11:30-12:30

Bi-Monthly Group Advisory Sessions

Each BA will be a part of a group led by an experienced administrator who will serve as your advisor. Advisors will work with their respective groups to set a schedule for required virtual meetings/discussions that will be held two times per month. These sessions will focus on a variety of topics that pertain to the roles of the BAs.

Please note that participation in these sessions is **NOT optional** as this is a large part of the support provided to BAs.

Optional Components of the Beginning Administrator Induction Program:

AAEA Summer Conference

The AAEA Summer Conference will offer a pre-conference session specifically for first-year BAs. The session will cover the program requirements, allow advisory group members to meet face-to-face, and provide other tools to start off a successful journey as an educational administrator. Attending the BA session does not require AAEA Summer Conference registration. Conference registration is not covered through the BA Grant and will be at the expense of the individual or the district.

Hot Topic Zooms

Specialists will be selected to provide Hot Topic Zoom sessions throughout the year to offer information and guidance to support BAs in their new roles as leaders. These sessions will be announced via email and participation is voluntary. Recordings and resources from each session will be posted on the AAEA website under BA Resources.

Please contact AAEA or DESE if you have any questions:

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