

AGENDA

ITEM

GOAL 5: The District will retain and recruit qualified staff that will maintain standards that foster student success.

OBJECTIVE 5C: Refine a plan to provide high quality professional development that fosters growth and includes tiered support for all teachers and staff.

SUBJECT: Principal Coaching and Mentoring Program

RATIONALE: As new principals are hired in the District, it is essential to their success and the success of the campus they lead to provide them with two layers of support - a Principal Coach and a Principal Mentor. The two separate roles are specific in the types of support provided and in the qualifications of the individual providing the support. In our program, a paid principal coach must have successful experience as a former principal in Texas, must maintain current knowledge of education trends and requirements in Texas, should be familiar with the work of the Wallace Foundation on the subject of principal coaching and mentoring, and shall not be currently employed as a full-time principal. Principal Coaches will provide executive leadership growth through a set curriculum tailored to meet the needs of the individual principal. Principal Coaches are expected to meet individually with their principals at set intervals, as well as conduct site visits to further strengthen their ability to provide feedback and growth. Principal Coaches shall be 1099 employees either individually or through a company, paid on a per session basis. Principal Mentors, on the other hand, shall be current successful principals in our District and shall be paid through an approved stipend for each new principal they mentor. Principal Mentors will provide specific knowledge of programs, policies and practices current to our District through a structured meeting schedule, site visits, and shadowing opportunities.

RECOMMENDATION: Administration recommends Board approval of the Principal Coaching and Mentoring Program as presented.

CONTACT PERSON(S):

Dr. Scott Sheppard, Superintendent
Marcus Forney, Chief Academic Officer