

**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 Program

RATIONALE:

As new principals are hired in the District, it is essential to their success and to the success of the campuses they lead, that they receive targeted, high-quality leadership support. To that end, the District will provide each new principal with a Principal Coach.

Principal Coaches will be paid professionals with demonstrated success as former principals in Texas. They must maintain up-to-date knowledge of educational trends and state requirements and should be familiar with the Wallace Foundation's research on effective principal coaching. Principal Coaches shall not be currently employed as full-time principals.

Principal Coaches will be engaged as 1099 independent contractors, either individually or through an external company, and will be compensated on a per-session basis. Their role is to provide executive leadership coaching through a tailored curriculum designed to meet the individual needs of each principal. This includes regular one-on-one meetings, site visits, and personalized feedback to promote professional growth and improve campus leadership.

This support structure ensures that new principals are guided by experienced leaders who can help them navigate the complex responsibilities of campus administration, resulting in stronger instructional leadership and improved outcomes for students and staff.

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

CONTACT PERSON(S): Marcus D. Forney, Deputy Superintendent
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