

New Principal Support Program

For First and Second Year Principals in the Long Beach Unified School District



PROGRAM OVERVIEW

The New Principal Support Program provides additional training and support to newly promoted LBUSD principals during their first and second year in the principalship. Support includes coaching and professional development. The program builds on the pipeline work of Equity Leadership & Talent Development to consistently develop a steady stream of school administrators who are current in district philosophy and practice.

PROGRAM COMPONENTS

Change of Principal Site Workshop and Survey Follow-Up

Workshop content is designed to gather state-of-the-site information inclusive of current effective systems, as well as short- and long-term needs to assist new principals in goal-setting and action planning. To support the work of the new principal, Equity Leadership & Talent Development works in collaboration with the new principal and his or her coach to develop and deploy mid-year and end-of-year staff surveys for two years in order to monitor goals and action plans based on the findings derived from the initial Change of Principal Workshop.

New Principal Support Meetings

First and second year principals participate in support meetings throughout the year. Meetings are focused on one or more of the Leadership Domains and Dimensions and include conceptual, technical, and leadership dispositions. Sessions are presented by Equity Leadership & Talent Development and district leaders.

Individualized Coaching

New Principals receive coaching each month from certified coaches for two years. Coaching includes the development of the New Principal's goals and action plans (aligned to the LBUSD Leadership Domains and Dimensions), one-on-one confidential meetings both on-site and at the New Principal Support Meetings, and "just in time" support via phone or email, totaling 40 hours per year.

CONTACT

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NEW PRINCIPAL SUPPORT

- Change of Principal (COP) Site Workshop
- Follow-up mid-year and end of year COP surveys
- Support meetings
 - Year 1: monthly
 - Year 2: every other month
- Assigned coach for two years
- "The Long Beach Way" Coach Training (Year 2)

NEW PRINCIPAL SUPPORT MEETINGS

- Year 1 Principals
 - Orientation 8/11/21
8:00am – 2:30pm
Admin Bldg Room 143
 - Monthly Support Meetings
3:00–4:30pm
TRC Room B-16
 - 9/8/21, 10/19/21, 11/15/21,
1/25/22, *2/25/22, 3/29/22,
4/13/22, 5/24/22
- Year 2 Principals
 - "The Long Beach Way"
Coach Training 11/17/21
8:00am – 2:30pm
TRC Room ABC
 - Support Meetings
Four times per year
3:00–4:30pm
TRC Room B-16
 - 9/7/21, 11/17/21, 2/2/22,
5/24/22

*after K-12 Principals Meeting