

MASA Great Start Cohort Session  
“Coaching Principals and District Level Leaders”

9:30 -11:30 AM  
April 21, 2021 via Zoom

*Dr. Michael Lovett and Attorney Jim Martin*

***Agenda***

1. Overview of the Topic
2. Objectives of this Session
3. Principles for Leading Leaders
  - Principle 1: **Know your purpose and learn what motivates** those you supervise and support
    - Defining **qualities** of great educational leaders
    - Understanding and communicating your **purpose**
    - **Learning how** to understand, mentor and support each employee
  - Principle 2: **Demonstrate integrity and model legal and ethical conduct**
    - Minnesota Board of School Administrators **Code of Ethics**
    - **Other standards** of conduct and ethics
    - **Laws essential** for leaders to understand
    - How to **respond when you receive a complaint** or suspect a violation of legal or ethical standards
  - Principle 3: **Lead with confidence and respond with humility**
    - **Characteristics** of effective leaders
    - The importance of **character**
    - Your own points of greatest **vulnerability** to criticism
    - Modeling a “**learning organization**”
  - Principle 4: **Understand and practice the components of effective supervision**
    - **Clear and compelling standards** of what is high performance for all positions, and what standards are position specific
    - **Gathering evidence** on the extent each employee is meeting standards

- **Coaching** employees to success and communicating in a way that minimizes fear and supports understanding and learning; knowing when to coach verbally and when to document
  - **Develop** employees through professional development plans
  - **Principle 5: Model, mentor and support**
    - The **qualities of a mentor**
    - **Matching** employees with mentors
    - **Objectively measure** what is working and where more support is needed
4. Applying the five principles
- Principle 1: **Demonstration and Practice**: “Learning to ask behavioral questions and listen”
  - Principle 2: **Case Study**: “An unexpected complaint”
  - Principle 3: **Reflection**: “How do you respond when you receive critical feedback?”
  - Principle 4: “**Analysis** of your current practices and what steps you can make immediately and longer term to improve your practice.”
  - Principle 5: **Case Study**: “A struggling principal”
5. Lessons for Your Practice
- **Actions** you can take immediately
  - Your **plan** for development and learning
6. Summary and evaluation