

The Path to the Principalship



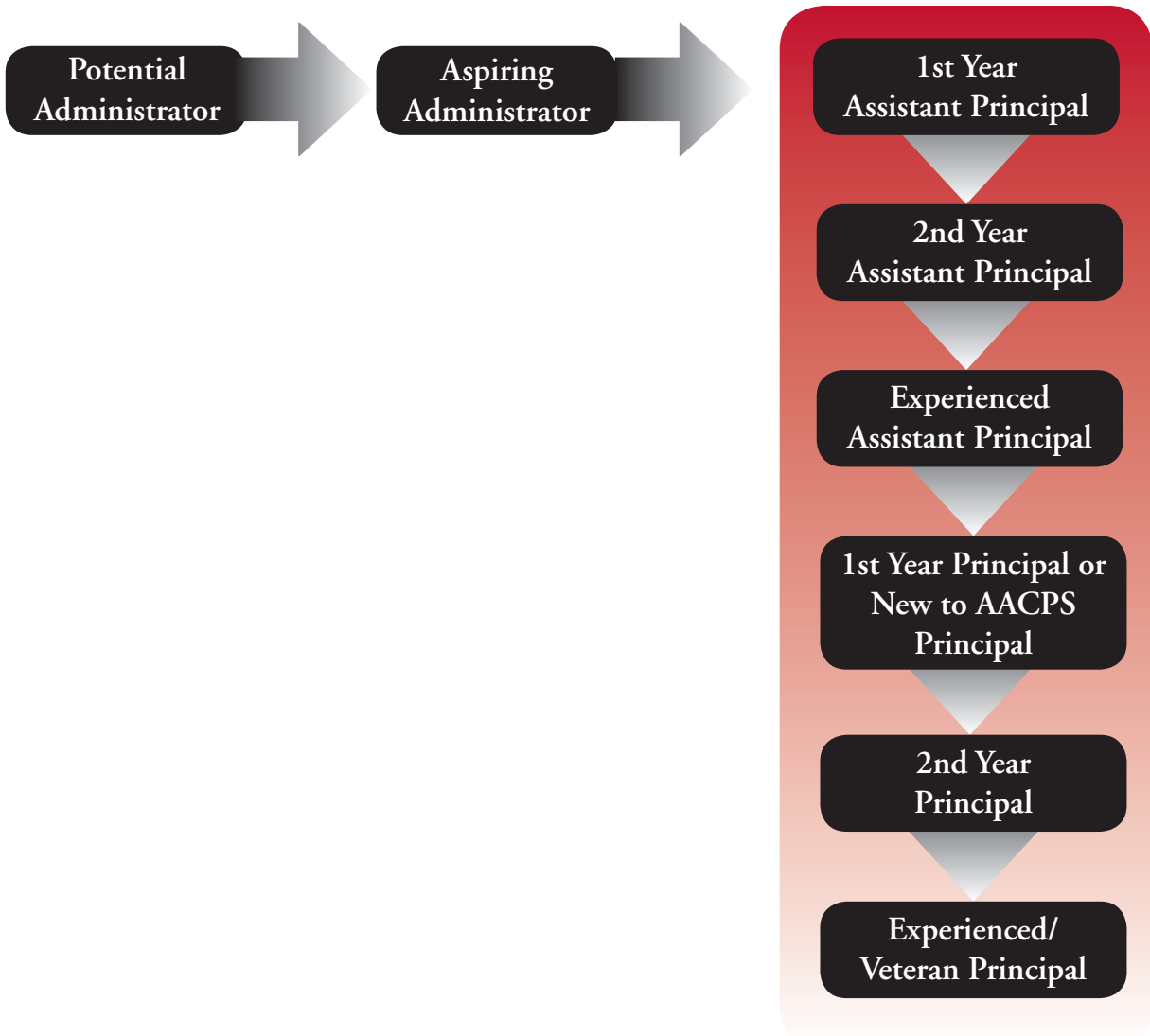
My Journey

*Leadership and
learning are
indispensable
to
each other.*

-John F. Kennedy

The AACPS Path to the Principalship is intended to provide direction, support, and opportunities for individuals to grow from being highly effective teachers toward school based leadership. This path provides both strongly suggested and required activities one would follow to qualify and be considered for a leadership position and/or principalship.

NOTE: Administrator candidates may enter at any point on the path if requirements are met. Potential administrators may be identified by AACPS system leaders or self-identified. Self-identified potential administrators should inform their Principal and/or Regional Assistant Superintendent.



Potential Administrator

Required Activities	Date Completed	Notes/Comments
<p>Communicate your interest in school-based administration to your principal.</p> <p>Principal communicates your name to the appropriate regional assistant superintendent.</p>		
<p>Regional assistant superintendent arranges a meeting to discuss the path to school based administration.</p>		
<p>Begin a professional resume.</p> <ul style="list-style-type: none"> • <i>Reflect upon your participation in leadership activities.</i> 		
<p>Become familiar with AACPS Board Policy and Regulations.</p> <ul style="list-style-type: none"> • <i>Prepare to assume leadership roles at school.</i> 		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Principal mentors and provides school-based leadership opportunities and advice.</p> <ul style="list-style-type: none"> • <i>Principal advises you of the steps on the path to school administration.</i> 		
<p>Principal discusses AACPS Path to School Administration with you at goals conference.</p>		
<p>Serve as substitute/acting administrator as determined by principal.</p>		
<p>Acquire experience teaching at a variety of grade levels and in different schools.</p>		
<p>Begin steps to become a team leader/ department chair.</p>		

Strongly Suggested Activities cont.

Participate in leadership opportunities. <ul style="list-style-type: none">• <i>Curriculum Writer, National Board Certification, School Improvement Team Member, etc.</i>		
Participate in Cultural Proficiency professional development (APC credit varies by specific workshop) and/or ETMA (Education that is Multicultural and Student achievement; 3 MSDE credits).		
Serve on Central Office Committees <ul style="list-style-type: none">• <i>Curriculum and Assessment Development, MOI, Advisory, etc.</i>		
Participate in, plan, and/or facilitate professional development opportunities at your school.		

Aspiring Administrator

Required Activities	Date Completed	Notes/Comments
<p>Complete an Administration and Supervision Certification Program and/or a Masters Degree in School Administration.</p>		
<p>Participate in school-based leadership opportunities, roles, and responsibilities.</p> <ul style="list-style-type: none"> <i>Curriculum Writer, National Board Certification, School Improvement Team member, Department Chairperson, IDT leader, ETL etc.</i> 		
<p>Update resume.</p> <ul style="list-style-type: none"> <i>Reflect upon your leadership experiences within the eleven outcomes in the AACPS Instructional Leadership Framework.</i> 		
<p>Submit application for Assistant Principal I.</p>		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Complete Aspiring Leaders Workshop. (1 MSDE credit)</p> <ul style="list-style-type: none"> <i>Optional workshop activity is a leadership practicum that involves shadowing and interviewing an experienced principal.</i> 		
<p>Consider applying for leadership positions.</p> <ul style="list-style-type: none"> <i>Elementary Discipline Specialist, Reading Teacher, school-based leadership and central office positions/ experiences such as: School Improvement Team, Elementary Discipline Specialist, Reading Resource Teacher, Teacher Specialist, Curriculum Writer, National Board Certificated Teacher, etc.</i> 		
<p>Participate in Cultural Proficiency professional development. (APC credit varies by specific workshop) and/or ETMA (Education that is Multicultural and Student Achievement; 3 MSDE credits)</p>		
<p>Begin a Leadership Portfolio.</p> <ul style="list-style-type: none"> <i>Reflect upon your work and progress towards the eleven outcomes in the AACPS Instructional Leadership Framework.</i> 		

Strongly Suggested Activities cont.

Complete Introduction to AACPS Organization Resources and Instructional Leadership course. (2 APC credits)		
Serve on Central Office committees. • <i>Curriculum and Assessment Development, MOI, Advisory, etc.</i>		
Serve as substitute/acting administrator as determined by principal.		
Complete Facilitative Leadership course. (2 MSDE credits)		
Consider applying for Secondary Administrative Trainee.		

First Year Assistant Principal

Required Activities	Date Completed	Notes/Comments
<p>Attend monthly First Year Assistant Principal Academy sessions.</p> <ul style="list-style-type: none"> <i>Pursue professional growth in the areas of instructional leadership, management skills, community and technical competencies as reflected in the role of the assistant principal and the AACPS Instructional Leadership Framework.</i> <i>Identify and build leadership competencies.</i> <i>Support students and staff in achieving countywide goals.</i> 		
<p>Successfully complete the Professional Development Team (PDT) process.</p> <ul style="list-style-type: none"> <i>Reflect upon your professional growth within the outcomes stated in the AACPS Instructional Leadership Framework.</i> <i>Plan and facilitate five PDT meetings based on your participation in required activities and experiences related to the AACPS Instructional Leadership Framework.</i> 		
<p>Receive individual professional development and support from a mentor.</p> <ul style="list-style-type: none"> <i>Receive support services from your mentor in the eleven outcomes stated in the AACPS Instructional Leadership Framework.</i> <i>Reflect with your mentor, upon your decisions and actions to promote academic achievement, safe and supportive learning environment, workforce quality, community engagement, and equity.</i> 		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Participate in the Annual Conference for Assistant Principals’.</p> <ul style="list-style-type: none"> <i>Gain knowledge about countywide initiatives that relate to student achievement, safe and orderly schools, community engagement, workforce quality, and equity.</i> 		

Second Year Assistant Principal

Required Activities	Date Completed	Notes/Comments
<p>Attend quarterly Second Year Assistant Principal Academy sessions.</p> <ul style="list-style-type: none"> • <i>Continue to grow professionally in the areas of instructional leadership, management skills, community and technical competencies as reflected in the role of the assistant principal and the AACPS Instructional Leadership Framework.</i> • <i>Network with others and gain knowledge and skills about the given topics in the context of your school in order to identify and build leadership competencies, as well as, support students and staff in achieving countywide goals.</i> 		
<p>Successfully complete the Professional Development Team process (PDT).</p> <ul style="list-style-type: none"> • <i>Reflect upon professional growth within the outcomes stated in the AACPS Instructional Leadership Framework.</i> • <i>Plan and facilitate four PDT meetings based on your participation in required activities and experiences related to the AACPS Instructional Leadership Framework.</i> 		
<p>Receive individual professional development and support from a mentor.</p> <ul style="list-style-type: none"> • <i>Receive support services from your mentor in the eleven outcomes stated in the AACPS Instructional Leadership Framework.</i> • <i>Reflect with your mentor, upon your decisions and actions to promote academic achievement, safe and supportive learning environment, workforce quality, community engagement, and equity.</i> 		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Register for and achieve a passing score on the required Maryland State Leaders Licensure Assessment (SLLA).</p>		
<p>Participate in the Annual Conference for Assistant Principals’.</p> <ul style="list-style-type: none"> • <i>Gain knowledge about countywide initiatives that relate to academic achievement, safe and supportive learning environment, workforce quality, community engagement, and equity.</i> 		

Experienced Assistant Principal

Required Activities	Date Completed	Notes/Comments
<p>Seek opportunities to demonstrate leadership.</p> <ul style="list-style-type: none"> • <i>Participate on school-based teams (School Improvement Team, Curriculum Team, PBIS, Intervention Teams), central office committees, action teams, task forces, etc.</i> • <i>Explore a variety of experiences (change of schools and/or levels) to enhance leadership experiences.</i> • <i>Attend the HELP Conference to acquire critical knowledge and skills in the areas of special education, legal issues, and student discipline.</i> 		
<p>Participate in the application process for the position of principal.</p>		
<p>Register for and achieve a passing score on the required Maryland State Leaders Licensure Assessment (SLLA).</p>		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Dialogue with your principal and regional assistant superintendent regarding opportunities for growth and development.</p>		
<p>Participate in the Annual Conference for Assistant Principals’.</p> <ul style="list-style-type: none"> • <i>Reflect upon countywide initiatives that relate to student achievement, safe and orderly schools, community engagement, workforce quality and equity.</i> 		

First Year Principal or New to AACPS Principal

Required Activities	Date Completed	Notes/Comments
<p>Attend monthly First Year Principal Academy sessions.</p> <ul style="list-style-type: none"> <i>Pursue professional growth in the areas of instructional leadership, management skills and technical competencies as reflected in the role of the principal and the AACPS Instructional Leadership Framework.</i> <i>Identify and build leadership competencies.</i> <i>Support students and staff in achieving countywide goals.</i> 		
<p>Receive individual professional development and support from a mentor.</p> <ul style="list-style-type: none"> <i>Receive support services from your mentor in the eleven outcomes stated in the AACPS Instructional Leadership Framework.</i> <i>Reflect with your mentor, upon your decisions and actions to promote academic achievement, safe and supportive learning environment, workforce quality, community engagement, and equity.</i> 		
<p>Develop goals based on supervisory visits with your regional assistant superintendent.</p> <ul style="list-style-type: none"> <i>Reflect upon student achievement, school culture, and personal professional growth.</i> 		

Second Year Principal

Required Activities	Date Completed	Notes/Comments
<p>Attend biannual Second Year Principal Academy sessions.</p> <ul style="list-style-type: none"> • <i>Continue to grow professionally in the areas of instructional leadership, management skills and technical competencies as reflected in the role of the principal and the AACPS Instructional Leadership Framework.</i> • <i>Reflect upon the school improvement process and the impact of leadership role in creating professional learning communities and supporting increased student performance.</i> 		
<p>Receive individual professional development and support from a mentor.</p> <ul style="list-style-type: none"> • <i>Receive support services from your mentor in the eleven outcomes stated in the AACPS Instructional Leadership Framework.</i> • <i>Reflect with your mentor upon your decisions and actions to promote academic achievement, safe and supportive learning environment, workforce quality, community engagement, and equity.</i> 		
<p>Develop goals based on supervisory visits with your regional assistant superintendent.</p> <ul style="list-style-type: none"> • <i>Reflect upon student achievement, school culture, and personal professional growth.</i> 		
<p>Visit a school and shadow the principal.</p> <ul style="list-style-type: none"> • <i>Consult with your regional assistant superintendent and your mentor to select a school and principal for the shadow visit.</i> 		

Experienced/Veteran Principal

Required Activities	Date Completed	Notes/Comments
<p>Seek opportunities to engage in personal professional development.</p> <ul style="list-style-type: none"> • <i>Lead professional development at the school level.</i> • <i>Explore a variety of experiences and opportunities (i.e., change of schools and/or levels, central office positions to enhance leadership experiences).</i> 		
<p>Develop goals based on supervisory visits with your Regional assistant superintendent.</p> <ul style="list-style-type: none"> • <i>Reflect upon student achievement, school culture, and personal professional growth.</i> 		
Strongly Suggested Activities	Date Completed	Notes/Comments
<p>Seek opportunities to serve on central office committees.</p> <ul style="list-style-type: none"> • <i>Interview panels, advisory committees, curriculum review panels, policy development committees, etc.</i> 		

Notes

If I have the belief that I can do it, I will surely acquire the capacity to do it, even if I may not have it at the beginning.

- Mahatma Gandhi

Anne Arundel County Public Schools
Division of Professional Growth & Development



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