New Principals Support Program
Years 1 and 2

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

Eligibility
• Newly promoted principals in their first and second years in the principalship.

New Principal Support
• Change of Principal (COP) Site Workshop
• Follow-up mid-year and end-of year COP surveys
• Bi-monthly support meetings
• Assigned coach for two years
• Breakthrough Coach Training (Year 2)

PROGRAM COMPONENTS IN DETAIL

Change of Principal Site Workshop and Survey Follow-Up
Leadership Development office staff conduct Change of Principal site workshops to help transition newly promoted principals to their new role. Workshop content is designed to gather state-of-the-site information inclusive of current effective systems as well as short-term and long-term needs to assist new principals in goal-setting and action planning.

To support this work of the new principal, the Leadership Development Office works in collaboration with the new principal and his/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
Year 1 and 2 New Principals participate in bi-monthly professional development meetings throughout the year. Meetings are focused on one or more of the Leadership Domains/Dimensions and include conceptual, technical, and leadership dispositions. Sessions are presented by the Leadership Development Office, district leaders, and Aspiring Director participants.

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/Dimensions), 1:1 confidential meetings on site, and “just in time” support via phone or email (totaling 40 hours per year).

Questions
Please contact Kelly An, kan@lbschools.net for more information.