

Bend La Pine Schools

New Administrators' Leadership Academy 2021-2022

Purpose: The purpose of the BLS New Administrators' Leadership Academy is to provide our new leaders the tools, knowledge and support necessary to help make a smooth, stress-free, and successful transition into their new roles.

Who participates in the Academy?

All administrators who are in their first year as an administrator in BLS are required to participate. All others are encouraged and welcomed for single sessions, for a single strand, or as full Academy participants.

Administrators who are not REQUIRED to attend Strand Two need to notify Lora Nordquist of their intent to participate by **Friday, September 24th**, so that she can organize cohort groups.

Goals:

1. Provide trainings and information (nuts and bolts) all administrators need to complete the job in an informal, small group setting.
2. Facilitate learning for building administrators in inquiry-based strategies for teacher observations and professional conversations.
3. Provide new administrators with a community of colleagues, as well as opportunities to visit other schools, to promote a collaborative environment of support throughout Bend - La Pine Schools.

What to Expect:

1. ***Strand One.*** Participants in Strand One of the BLP Leadership Academy will meet from 12:30-1:30 PM on five Wednesdays over the course of the year: September 22nd, October 27th, November 17th, January 26th, and March 16th. Sessions will focus on timely and important information related to upcoming tasks/ compliance items/ projects administrators will be required to complete. Each session will also include time to share strategies and successes, as well as to discuss issues in an open, non-threatening environment. Although each session will be planned and have agenda items, the purpose is to support participants' success. This means we may alter plans from time to time in order to meet the needs of those in attendance.

Below is the *tentative* outline for the year:

Date	Topic
September 22	Teacher evaluation process Open discussion
October 27	Investigations, complaints, employees of concern Open discussion
November 17	Communication with stakeholders/Accessing data systems Open discussion
January 26	Budgeting process in BLP/Staffing plans Open discussion
March 16	Hiring process in BLP/End-of-year evaluations Open discussion

2. **Strand Two.** Participants in Strand Two of the BLP Leadership Academy will participate in four half-day Learning Labs, spread across the school year. Using *Learning-Focused Supervision* as the primary text for this strand, participants will have opportunities to practice observing classes and facilitating professional conversations. Working in small cohorts and rotating among cohort members' schools, participants will begin with simulated practice and move later in the year to real-time observations and conversations.

Below is the schedule for the 2021-22 school year (locations TBD):

- Lab #1: October 22nd, 8:00-11:00 AM
- Lab #2: December 10th, 8:00-11:00 AM
- Lab #3: January 27th, 8:00-11:00 AM
- Lab #4: March 11th, 8:00-11:00 AM