Competency 001: The beginning principal knows how to establish and implement a shared vision and culture of high expectations for all stakeholders (students, staff, parents, and community).

This is a competency that I take to heart. Being an educator for many years I know that this is very vital. So as I transition in to the administrator’s role, it is very important that I show a blueprint of how I want things to unfold. I know that the vision of the school starts at the top and this will need to be communicated to the entire staff no matter what their position is. ‘School culture’ can be used to contain all the attitudes, expected behaviors and values that impact how the school would operate. Having a positive school culture and climate can improve students’ ability to learn. Schools can have what I call a health community and a unhealthy community. When an administrator school is heading toward that unhealthy community it is time for the administrator to take another look at his campus and reevaluate things. If an unhealthy culture should arise a factor that could be a driving force is could be that your teachers don’t have a clear sense of purpose, blame students for poor achievement, and have norms that reinforce inaction. The domino effect to this is it discourages collaboration and often has hostile relations among staff. And administrators are often caught in the middle of being the mediator. I feel as an administrator I will be confident in my ability to create an environment with a vision and culture that is positive for all of my community.

Competency 002: The beginning principal knows how to work with stakeholders as key partners to support student learning.

I know that creating partnership with stakeholders is very important to support our students learning. When a community cares about its schools, schools often perform better, and the community support is a shared characteristic of high-performing schools. A school’s stakeholders are its students, parents, educators, and interested community members. So for ma as an administrator I want to assure that all are invested into the support of my school. Most all administrators have friends those maybe members of their stakeholder group. These friends tend to give honest feedback, when it comes to decision making, and have the principals’ best interests at heart. But you can also have a stakeholder that does not have your best interest and may always try going against everything that you are trying to do for the larger community. They often have the sense of its my way or no way.

Competency 003: The beginning principal knows how to collaboratively develop and implement high-quality instruction.

Just as a teacher has a responsibility of developing and implementing high quality instruction so does an administrator. The administrator has the responsibility to demonstrate and provide feedback and resources to teachers which enables them to deliver ad implement high-quality, effective, research-based instruction to students. As a result the administrator will demonstrate the ability to observe classroom instruction, provide timely, data-informed feedback that intentionally supports teacher strengths and identifies areas for growth. The administrator must be able to collaborate with a diverse group of people on all levels. Even if the principal has members on the leadership team that he can appoint to implement the high quality instruction this is okay as long as he initiates it first. His teachers must know that he played some part in the collaboration otherwise they would consider it as being him communicating ineffectively.

Competency 004: The beginning principal knows how to monitor and assess classroom instruction to promote teacher effectiveness and student achievement

As an administrator it is very important to monitor and assess classroom instruction to promote teacher effectiveness and student achievement. As administrators we have the duty of communicating directly and frequently with teachers about instruction and student needs. So support of the teachers instructional needs occur because the administrator is on deck and sees what is happening. When you are involved its makes it easy to sit with teachers and give their feedback on what they have observed in the classroom. As a leader his job is to guide in the direction that will not only support the teacher but allows great success for the students.

Competency 005: The beginning principal knows how to provide feedback, coaching, and professional development to staff through evaluation and supervision, knows how to reflect on his/her own practice, and strives to grow professionally

In this competency teachers really look for the principal to give some feedback no matter if it is positive or negative. It is really gives a certain respect to the principal as a leader of the school. When there is no feedback it makes the teacher feel as if he or she is out on an island by themselves. So as an administrator I must be able to provide my teachers with feedback on lessons and coaching just as a teacher would interact with her students. The lines of communication must be open. The more often the administrator visits the classroom the opportunities to interact with teachers on instructional issues increase. A teacher should never have to wonder if their instructional lesson was okay when the administrator is providing follow-up comments to assist in improving outcomes.

Competency 006: The beginning principal knows how to promote high-quality teaching by using selection, placement, and retention practices to promote teacher excellence and growth.

As an administrator getting to know your teachers is very important. To promote high quality teaching administrators must do some work. They must make sure that the school has a positive school culture otherwise teachers will not be committed to staying. As a principal I would have some say so in selecting the candidate that is the best fit for my campus. Will this person fit the team that I have in mind for them. The districts has a set of criterions that a candidate must meet once that has been met the rest is up to the principal. As a leader, you decide what matters in your school. You want to choose people that would make a great asset to your campus. I feel that I would have a good eye in the area of identifying what is a good match for our school.

Competency 007: The beginning principal knows how to develop relationships with internal and external stakeholders, including selecting appropriate communication strategies for particular audiences

As an administrator it is important to have that support from stakeholders. These stakeholders help play a vital role in decision making. As a principal I must have effective communication with stakeholders in any project regardless if it is internal or external is important as there needs to be an exchange of information between me and them. Both parties must be honest in what they are in need of because without a trusting relationship communication won’t last. I must determine what means of communication will we establish newsletters, emails, or social media. I know as a principal I will encounter stakeholders with whom I might find it difficult to develop a healthy relationship. But I know it is important to maintain a professional attitude toward the relationship, and do everything in my power to keep things on track.

Competency 008: The beginning principal knows how to focus on improving student outcomes through organizational collaboration, resiliency, and change management. This includes knowledge and skill in conflict resolution, trust/consensus building, relationship building, and dealing with challenging situations.

For this competency I think this is hard especially for a new principal. You have teachers that may have supported you that you are there and you have those that may have had a bond with the previous principal. Therefore it ends up being a divide in the school and the divide is geared toward you. When it comes to improving student’s outcome through collaboration and change management this could be a positive and it could also be a negative for the principal depends on how the teachers respond to the change. Even though it is for the good of the student’s teachers don’t like change. My ultimate goal is to support the teachers and the success of students. When I encounter conflict of some sort I want to be able to have those difficult conversations but also be able to have some sort of resolution in place to help put the fire out.

Competency 009: The beginning principal knows how to collaboratively determine goals and implement strategies aligned with the school vision that supports teacher effectiveness and positive student outcomes

Every school has a mission and vision statement and it has to do with the success of all students. To achieve success, a principal should carefully manage his or her time. In order for me to accomplish this I would have to make sure I prioritize things. My team and I would set educational goals. As the principal determining what our strengths and weakness are and how to accomplish your objectives creates the foundation for educational goals. As a principal I would need a strong effective staff for us to get the job done. I want to be accessible to all teachers so that if problems arise they will feel comfortable enough to talk to me. At the end of the day as the administrator you want to be respected by all staff members.

Competency 010: The beginning principal knows how to provide administrative leadership through resource management, policy implementation, and coordination of school operations and programs to ensure a safe learning environment

As a school administrator you want your campus to run smoothly yes you might have some bumps in the road. However, no administrator wants a campus where student and staff are feel unsafe. I would make sure that I am in compliance with the districts safety including having the plans for my campus or creating plans in case a crisis should arise. As the administrator there are rules and policies that are mandated by the state and some of the district I must be aware of all the laws in order to make decisions. This includes all departments and programs on my campus.

Competency 011: The beginning principal knows how to provide ethical leadership by advocating for children and ensuring student access to effective educators, programs, and services.

When it comes to being ethical in leadership a principal knows that everyone has a right to his or her opinion about something. But as the administrator of a building and my job is to place ideals in order and when this is done teachers and staff are to be respectful of this. As a leader I am to take full responsibility of my actions. As the administrator of my school I must lead by example. I have a ethical responsibility to treat everyone in a fair manner. I will always remember one of my principals told me If I bend the rule for you I would have to bend the rule for this next person. So that really stuck with me. I will strive to make decisions based on values.