

Principal Mentoring and Support Services



Enhancing Change Management Strategy and Instructional Leadership

Highlights

- Move planning to action through job-embedded school-level leadership coaching and mentoring
 - Improve student achievement through effective planning and monitoring
 - Empower principals by leveraging the power of research-based practice and school leadership experience
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Research tells us that school leadership is second only to effective teaching at improving student achievement and well-being. Yet, principals are increasingly under pressure to perform duties that pull them away from being the instructional leader.

Principals so often struggle to be effective in all facets of their role. Studies show that leaders in the school can spend upwards of 75% of their time on management duties. The constant push and pull from the demands of the job can create a negative impact on the overall well-being of the school leader who, as a result, then struggles to make effective decisions in that role.

Although effective in many areas, some principals are almost certainly having difficulty with:

- Making a significant impact on student achievement through instructional leadership
- Shifting from a professional development model to a professional learning model
- Understanding their role in a professional learning framework
- Balancing being a manager and instructional leader
- Building positive relationships with staff and/or union groups
- Developing an effective school improvement plan (SIP) involving all stakeholders
- Effectively monitoring and evaluating their SIP
- Building internal accountability and meeting the demands of external accountability
- Building collaborative cultures to promote professional learning
- Allocating resources to support goals and student learning



Move Planning to Action

IBM K-12's **Principal Mentoring and Support Services** will help move principals towards bridging district strategy and leading it to successful implementation in their schools.

Principals will build and develop their professional working relationships and enhance their interpersonal, collaborative and facilitation skills, all of which are required for their multi-faceted role.

Our IBM Education Consultants have the understanding and experience to assist by mentoring and coaching principals in:

- Setting direction –successful development of their school improvement plan or goals
- Aligning provincial, district and school priorities to ensure effective use of resources
- Supporting leaders to secure accountability
- Obtaining an objective assessment of their current implementation practices and initiatives, providing recommendations and next steps based on research
- Implementing effective strategies to manage school operations
- Implementing effective strategies to plan for instructional leadership
- Co-creating professional learning plans
- Co-delivering professional learning opportunities
- Monitoring, assessing and revising goals to ensure sustainability and impact

Methodology

In a typical engagement, IBM K-12 Education Consultants would start the process by defining the district's needs with a senior team member or members, and then focus their efforts to work with the selected principals. We will work with one principal at a time, or with a larger group, depending on the needs of the district. This model is typically one of job-embedded mentoring and coaching, with ongoing feedback; in addition to face-to-face sessions with school leaders, our consultants will conduct online check-ins and follow-up.

Typical Length of Engagement: 4-10 months, 1-2 days per month

Why IBM?

Leveraging established methodologies, tools, and deep industry expertise, our best practices provide unparalleled experience to meet your specific strategic needs. Our IBM exclusive educational framework offers a value-added approach to help you understand your principals' current capabilities, identify gaps and strategize for the future to support the implementation of district strategies in your schools and increase the capacity of your principals.

For more information

To learn more about the IBM K-12 **Principal Mentoring and Support Services**, please contact your IBM Marketing Representative or for information on all the IBM K-12 Professional Services, visit:

<http://www.ibm.com/smarterplanet/ca/en/education>



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