



MASSACHUSETTS SCHOOL ADMINISTRATORS' ASSOCIATION



# ADMINISTRATORS COACHING PROGRAM



**"Coaching is the practice of providing deliberate support to another individual to help them clarify and achieve their goals." Gary Bloom**

***Supporting new administrators is more important than ever. Principal turnover can disrupt school progress, often leading to higher teacher turnover and, ultimately, lower student achievement.***

***Providing a full year of formal coaching by a trained and experienced administrator can be the key to ensuring longevity in the role. This program fulfills the 50-hour requirement for DESE's new administrator mentoring. MSAA is a DESE-approved provider of PDPs, and participants will receive a PDs certificate upon completing a brief survey about their experience being coached by an MSAA coach.***

## COST

**First-Year Administrator (50 hours)**  
**MSAA Member - \$3,950**  
**Non-Member - \$4,750**

**Second and/or Third-Year Administrator (25 hours)**  
**MSAA Member - \$2,500**  
**Non-Member - \$3,000**

The new Principal/Assistant Principal will be coached throughout the year by a trained veteran administrator. The Coach will set up individual meetings.

Coaching will include:

- Entry Planning
- Learning Walks with Administrator
- Data Discussions
- School Improvement Planning

Additional topics will include:

- Instructional Leadership
- Management and Operations
- Engagement Professional Culture

Administrator will participate in Virtual Job Alike Sessions (3 times per year)

The Coach will meet with a second and/or third-year administrator in-person or via video chat at least twice a month to discuss progress, challenges, and successes.

Administrator will participate in Virtual Job Alike Sessions (3 times per year)

### **First-Year Administrators' Insights**

*"Always having someone to speak with regarding concerns or questions."*

*"Having someone to speak with about things that have come up that I am not familiar with."*

*"The experience and honesty of my coach helps me as I navigate a new school."*

*"Having a veteran opinion on the pros/cons of challenging and difficult situations."*

*"Having the additional person outside of my school to run things by, get feedback and check in with."*

*"My coach is outstanding to talk to regarding the many decisions that I need to make."*



**"Coaching is designed to be the leadership approach of the 21<sup>st</sup> Century."**

**James Belasco**