



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION



MSAA New Administrators Coaching Program

New leaders reflect on their journey of growth and the impact of coaching support in shaping their leadership.

"The coaching program has significantly strengthened my practice as a school leader by providing me with consistent support, honest reflection, and practical guidance through complex situations."

"The coaching program has greatly improved my practice. It has strengthened my skills across all standards of the Administrator Rubric and equipped me with greater confidence to manage difficult situations with increasing independence while still providing the safety net needed to guide my thinking, action steps, and more."

"The coaching process has also reinforced the importance of balancing empathy, accountability, communication, and systems-level thinking in leadership."

"It is nice to have someone outside of the district to collaborate with who can provide a different perspective. The coach also offers a more objective view of where new solutions may be found."

"The coaching experience has reinforced the importance of listening, relationship-building, and maintaining a calm and steady presence, especially during difficult conversations or high-pressure moments. It has also encouraged me to think beyond immediate solutions and focus more deeply on long-term culture, systems, and continuous improvement."

"I really underestimated the value of this coaching program. I am so grateful that MSAA offers this opportunity for new leaders, and that the coaches truly take it seriously and value it as much as we do!"

Growing Courageous Leaders™

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