

Making the Move

AP to Principal

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Fear Of Not Knowing What You Don't Know

- Do your research and gather as much as you can about the building.
- Ultimately there will be some things that come up that you were not aware of.
- How you handle those situations, especially early on, will tell your staff a lot about you.
- Growth Mindset

Student Responsibilities to Staff Responsibilities

- Making the shift from the majority of your day dealing with student issues, to now dealing with adult issues.
- Courageous Conversations

Quick Decisions

- Make many decisions in a given day.
- AP may have made the same number of decisions, but the impact was usually only on 1 or 2 kids and would last a day or 2 at most.
- Now decisions can have a much bigger ripple effect.
- Careful not to rush and look ahead to precedence being set.

Proactive PR with parents and the board

- Get your message out there.
- Take the time to talk to parents. Hear them vent.
- “They are going to say what they have to say, regardless. They can either tell you, or Facebook.”

Dealing with comparisons to previous leaders

- Everyone has their own unique leadership styles.
- Get it out in the open early.

Becoming the Educational Leader

- Accountability
- State Testing
- Curriculum
- Best Practice
- Earning trust so you can “Coach” Teachers

Being Careful with too many changes at once

- Pick what's most important to you, and what you can explain to the majority.
- Habits have been formed, so if you change something, some grace may be needed.

Final Decision Maker

- Decisions end with you.
- You can't make everyone happy all the time...if you are truly doing what's best for kids.

Advice

- Ask to take on more responsibility now in your AP Role
 - Scheduling, Staff Discipline, Planning PD/Staff Meetings, Budget etc.