



# STRENGTHENING LEADERS

STRUCTURED INDUCTION  
TARGETED COACHING  
PERSONALIZED MENTORING

*A Statewide, Multi-Tiered Framework of Support*

## Three Core Commitments of School Leadership

### 1 Leading with Identity and Purpose

- Shared Purpose & Direction
- Culture of Respect & Belonging
- Equity & Integrity in Leadership

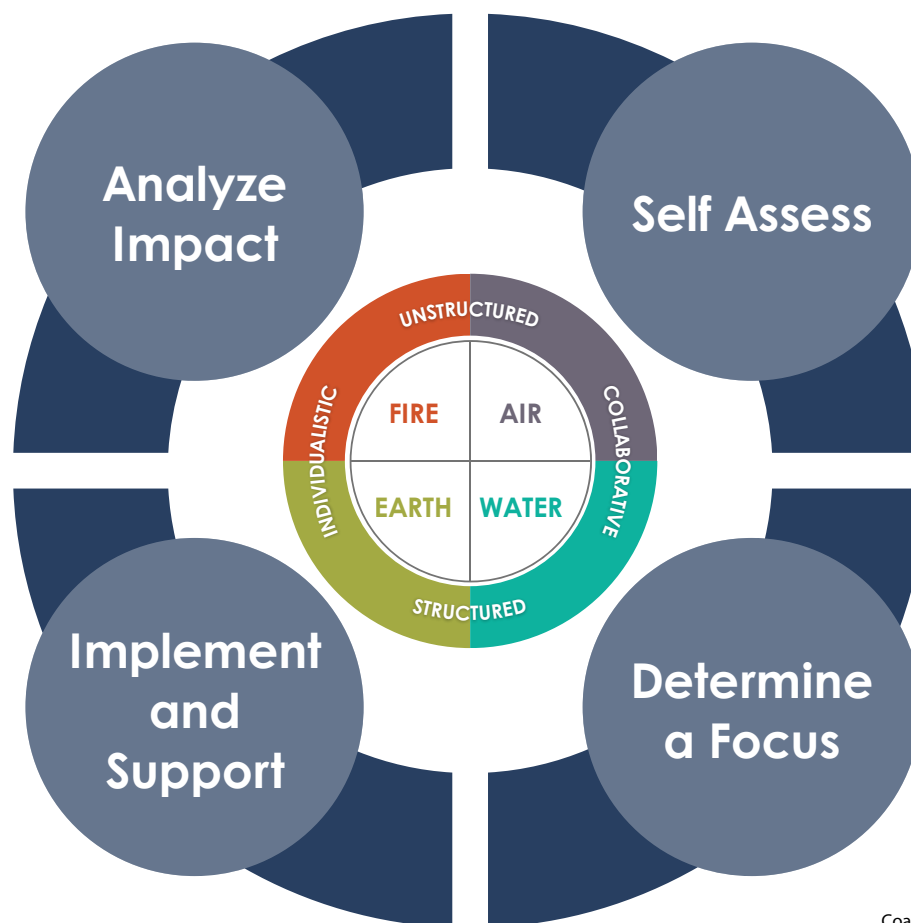
### 2 Advancing Learning and Development

- Future-Ready Learning Vision
- Teaching & Learning Pathways
- Whole-Child Development

### 3 Mobilizing People and Resources

- Strategic Focus & Alignment
- Talent Development & Wellbeing
- Ethical & Collaborative Leadership

## Targeted and Data Driven \*Strength Based Coaching and Mentoring Building Culture & Leading Learning



### Coaching Cycles:

- **Cohort-based** leadership sessions via Zoom
- **Personalized goal setting** based on the 4 Dimensions of Leadership
- **1:1 mentor-coach sessions** to check in, progress monitor, and commit forward
- **Data-driven support** grounded in research
- **Behavioral Elements coaching** to identify and leverage driving purposes and transform habits.

Coaching Cycles based on *Student-Centered Coaching: What Every K-12 Coach and School Leader Needs to Know* by Diane Sweeny and Leanna S. Harris, Corwin, 2020



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## ASPIRING

*For educators considering a future in school leadership.*

### Aspiring Principals

**Who:** Educators interested in exploring school leadership

**What:** 15 on-demand modules, a leadership case study and one in-person workshop

**Cost:** \$25 per module + \$50 for in-person workshop

### Path to Leadership

**Who:** Educators seeking PK-12 administrator certification

**What:** A 12-month certification program featuring eight asynchronous modules and a field experience

**Cost:** Maximum program cost of \$7,825

## EMERGING

*For administrators building foundational skills.*

### Launch

**Who:** Assistant principals, deans of students, and principals in their first three years in a building-level administrative role

**What:** Three-year induction, mentoring, and coaching experience for early-career building leaders

- **Year 1:** Monthly cohort-based Zoom sessions and monthly 1:1 mentor coaching
- **Year 2:** Bi-monthly cohort-based Zoom sessions and bi-weekly 1:1 mentor coaching
- **Year 3:** Quarterly cohort-based Zoom sessions and bi-weekly 1:1 mentor coaching

**Cost:** \$3,000/year/administrator (fully reimbursable through 27h funds)

#### What are 27h funds for?

- Induction mentoring & coaching
- Administrators in their first 3 years of a **new** position

#### What are 27j funds for?

- Inclusive Leadership mentoring & coaching
- Administrators with < 3 years of experience

## ADVANCING

*For experienced leaders pursuing equity, innovation and expanded roles.*

### MI Leadership Fellows (in partnership with MCAN)

**Who:** Assistant principals aspiring to the principalship

**What:** 18-month application-based fellowship, including monthly Zoom sessions, 1:1 coaching, quarterly in-person sessions, attendance at AP Summit and EdCon, and a capstone project

**Cost:** \$11,000 per fellow (**District cost is \$1,000;** remainder funded by MCAN)

### Developing Inclusive Leaders (in partnership with MAASE)

**Who:** Building-level leaders with 4 or more years of experience

**What:** 18-month application-based blended learning program focused on inclusive leadership and special education

- **Year 1:** Nine on-demand modules, two in-person sessions, and monthly 1:1 coaching
- **Year 2:** One on-demand module, four in-person sessions, and monthly 1:1 coaching

**Cost:** \$5,500 (**District cost: \$0,** fully paid for through 27j funds via MAASE)

## MASTERING

*For veteran leaders focused on continuous improvement and mentoring.*

### Mastering the Principalship

**Who:** Building leaders with 6+ years of experience

**What:** Quarterly cohort-based Zoom sessions and bi-weekly coaching

**Cost:** \$3,000/year per administrator (reimbursable through 27h if in the first three years of a new role, regardless of total years of experience)

### Mentor Coaching

**Who:** Experienced leaders seeking to mentor and coach Emerging or Advancing Leaders

**What:** Application-based, 1-3 year mentoring and coaching role

- **Year 1:** 2-day induction workshop, quarterly Zoom sessions, and providing monthly 1:1 mentor coaching to Emerging or Advancing Leaders
- **Year 2 and 3:** 1-day tactical institute, quarterly Zoom sessions, and providing bi-weekly mentor coaching to Emerging or Advancing Leaders

**Cost:** District cost: \$0. Mentor Coaches receive a \$1,000 stipend per protégé