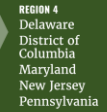


Next Level Maryland Leadership Academy Learning Plan for Aspiring Assistant Principals



The [Next Level Maryland Leadership Academy](#) is a statewide, accelerated school leadership preparation Academy designed to meet the unique needs of Maryland school leadership. The Academy establishes statewide collegial networks and provides practical experiences to equip participants with the skills and knowledge to experience success as an assistant principal. The Academy serves as a bridge between what participants learned in their higher education administrator preparation programs and the actual duties performed by assistant principals on the job. The [Next Level Maryland Leadership Academy](#) is led by the [Maryland Association of Elementary School Principals \(MAESP\)](#) and the [Maryland Association of Secondary School Principals \(MASSP\)](#) in partnership with the US Department of Education funded [Region 4 Comprehensive Center](#). All content is grounded in the Professional Standards for Educational Leaders (PSEL), Blueprint for Maryland’s Future requirements, and research-based practices.

The table below provides a high-level overview of the learning plan to prepare future assistant principals. School district central office staff are welcome to observe any session. Please contact the Executive Directors for MAESP or MASSP to arrange a time to observe a session.

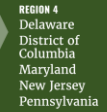
Date	Location	Meeting Outcomes	Resources	Recommended Presenters
9/9/23	The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723	Focusing on your leadership strengths Participants review results from their Strengthsfinder assessment and reflect on how strengths apply to their role as a school leader.	Clifton Strengthsfinder Assessment for Leaders	Region 4 Comprehensive Center (R4CC)
		Understanding the job of an assistant principal Participants unpack the perceived and actual job of assistant principals at the primary and secondary levels in rural, urban, and suburban Maryland schools.	Beginning the Assistant Principalship - A Practical Guide for New School Administrators How Leadership Works	Maryland Assistant Principals
		Unpacking the Professional Standards for Educational Leaders Participants examine the connection of the PSEL to the roles and duties of an assistant principal.	Professional Standards for Educational Leaders	R4CC

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10/14/23	The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723	<p>Unpacking your Manager’s Report Participants establish connections with cohort members focusing on leadership strengths using their Leader’s Report.</p>	Clifton Strengthsfinder Assessment for Leaders	R4CC
		<p>Managing change Participants analyze and apply key principles for change management using techniques presented in deliverology and practice developing a delivery framework for a school.</p>		EdScale
		<p>Supporting a positive school culture Participants dissect the anatomy of school culture, focusing on attributes that contribute to a positive culture that are within the realm of the assistant principal leadership.</p>	Leadership Scenarios	Maryland Assistant Principals
11/ 3 & 4/2023	MAESP/MASSP Conference MAESP/MASSP Conference	<p>Emotional intelligence for school leaders Participants reflect on emotional intelligence and identify effective strategies for regulating emotions in a variety of situations.</p>	Permission to Feel	MAESP/MASSP Keynote Speaker
		<p>Supporting teachers Participants practice providing actionable feedback to improve instruction. They will review school data, observe instruction, and provide feedback on instructional practices under the guidance of experienced and trained principals.</p>	How Leadership Works	R4CC and Maryland Principals



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		<p>Serving on an instructional leadership team Participants explore the role of the assistant principal on an instructional leadership team. There will be a focus on using data to inform continuous growth and leveraging evidence-based strategies to increase the performance of English language learners, students with varying abilities, and historically marginalized students.</p>	<p>Leadership Scenarios</p>	<p>R4CC and Maryland Assistant Principals</p>
		<p>Establishing a powerful online presence Participants explore strategies to successfully communicate and market their leadership skills through social media. Human resources may “Google” applicants. Creating an effective online presence can support obtaining job offers. This includes</p> <ul style="list-style-type: none"> • creating a brief, compelling narrative through a personal bio, • learning tips for taking a professional headshot that communicates your leadership brand, and • developing a professional presence on social media pages (Linkedin, Twitter, personal webpage, etc.) that solidifies your potential as a future school leader. 	<p>Blitz Associates Online Presence Packet</p>	<p>Blitz Associates Public Relations</p>

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1/6/24 (Snow date 1/20/24)		Addressing the needs of followers Participants identify the Four Needs of Followers and how Strengthfinders Themes can assist in establishing these needs.	The 4 Things Followers Need	R4CC
		Communicating Effectively Participants examine effective communication strategies using a variety of mediums (email, social media, phone calls, etc.) for different school-based scenarios. They will analyze examples and counterexamples and practice developing and sharing messages to communicate with parents and students.	Smart Brevity Leadership Scenarios	Maryland Assistant Principals
		Building situational awareness and engaging in problem solving Participants will engage in experiences designed for them to learn how to be aware of undercurrents in schools and use the information to address current and potential problems that may arise.	Beginning the Assistant Principalship - A Practical Guide for New School Administrators How Leadership Works Leadership Scenarios	R4CC and Maryland Assistant Principals
2/3/24 (Snow date 2/10/24)	The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723	Completing an application that will result in an interview for an assistant principal position. Participants prepare for the assistant principal application process by evaluating examples and counterexamples of cover letters, resumes, and essays. They use information learned to inform revisions to their cover letters and resumes.	Smart Brevity Example interview questions, resumes, essays, and cover letters	R4CC, Central Office Staff, and Maryland Assistant Principals
		Anticipating and preparing for interview questions and scenarios.		

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		<p>Participants practice effective techniques for engaging in interviews. They participate in mock behavioral event interviews and learn how to answer questions succinctly while providing sufficient detail of their leadership experiences. They will also learn how to use body language to be more effective and how to respond to leadership scenarios.</p>		
3/9/24	<p>The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723</p>	<p>Transitioning into school leadership Participants engage in a scenario-based learning experience to review effective practices (building trust, establishing collaborative relationships, establishing expectations etc.) for moving from their current position to an assistant principal position.</p>	<p>Beginning the Assistant Principalship - A Practical Guide for New School Administrators Leadership Scenarios</p>	<p>Current Maryland Assistant Principals</p>
		<p>Enhancing student performance and engaging in data analysis Participants identify evidenced-based interventions based on data. Participants analyze school level data, focusing on student achievement and discipline and examine effective strategies to mobilize teachers to address disparities in achievement and discipline data.</p>	<p>School Improvement or Progress Plans</p>	<p>R4CC</p>
		<p>Culturally responsive school leadership Participants engage in an interactive learning experience focused on using effective strategies to implement culturally responsive leadership practices at the school level.</p>	<p>Culturally Responsive School Leadership Framework</p>	<p>Local Speaker with a focus on Culturally Responsive Leadership.</p>



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Resources:

