



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 a principal. The Academy serves as a bridge between what participants learned in their higher education administrator preparation programs and the actual duties performed by 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 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 a principal Participants unpack the perceived and actual job of principals at the primary and secondary levels in rural, urban, and suburban Maryland schools.	How Leadership Works: A Guide for Instructional Leaders	Maryland 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>Creating and sustaining 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 principal leadership. Participants address core components such as communicating, creating a sense of belonging, hiring staff that align with the mission and vision of the school, and providing clear direction.</p>	Leadership Scenarios	Maryland Principals
11/3 & 4 /2023	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 and MASSP Keynote
		<p>Navigating local education politics Participants engage in learning experiences that examine the crossroads of policy and practice at the school level. They review effective practices for implementing controversial federal, state, and local requirements while concurrently navigating the needs of the school community, maintaining a positive school culture, and advancing student achievement. For example, scenarios regarding principals implementing</p>	Blueprint for Maryland’s Future Implementation Plans	R4CC



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		<p>local requirements for Black Lives Matters signs or Pride flags in the classroom will be analyzed. Effective approaches to addressing politics at the school level under a variety of contexts will be practiced.</p>		
		<p>Dealing with difficult situations Participants examine the crossroads of policy and practice at the school level. They review effective practices for implementing controversial federal, state, and local requirements while concurrently navigating the needs of the school community, maintaining a positive school culture, and advancing student achievement</p>	<p>Leadership Scenarios</p>	<p>Maryland Principals</p>
		<p>Being an instructional leader Participants explore the role of the principal in establishing structures that promote student growth and teacher efficacy. 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>How Leadership Works: A Guide for Instructional Leaders Leadership Scenarios</p>	<p>MAESP, MASSP, and Maryland Principals</p>
		<p>Establishing a Powerful Online Presence and Understanding the Importance of Communication 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, 	<p>Blitz Associates Online Presence Packet Smart Brevity</p>	<p>Blitz Associates Public Relations and R4CC</p>



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		<ul style="list-style-type: none"> 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>Participants use Smart Brevity to leverage their communication skills and apply them to leadership situations.</p>		
<p>1/6/24 (Snow date 1/20/24)</p>	<p>The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723</p>	<p>Addressing the needs of followers Participants identify the Four Needs of Followers and how Strengthfinders Themes can assist in establishing these needs.</p> <p>Managing the budget to move student performance and enhance the school Participants practice prioritizing goals and managing a school budget to actualize goals using a variety of school based budget models. They examine</p> <ul style="list-style-type: none"> effective practices for fund management, trade-offs and return on investments for budgetary decisions, and the impact of mismanaging funds. 	<p>The 4 Things Followers Need</p> <p>ELab-U: Smart Money for School Leaders</p> <p>Budget Hold'Em for Schools</p>	<p>R4CC</p> <p>MAESP, MASSP, Central Office Staff, and Maryland School Principals</p>
<p>2/3/24 (Snow date 2/10/24)</p>	<p>The Johns Hopkins Applied Physics Lab 11091 Johns Hopkins Road, Building 201 Auditorium Laurel, MD 20723</p>	<p>Completing an application that will result in an interview for a principal position. Participants prepare for the 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.</p>	<p>Smart Brevity</p> <p>Example interview questions, cover letters, resumes, and essays</p>	<p>R4CC, Central Office Staff, and Maryland Principals</p>



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		<p>Anticipating and preparing for interview questions and scenarios. 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>Leading school operations Participants analyze how decisions regarding fundamental aspects of school operations such as master schedules, discipline protocols, and hiring and placement of staff, can minimize or exacerbate inequalities.</p>	<p>Blueprint for Maryland's Future Implementation Plans</p>	<p>R4CC and Maryland School Principals</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>MAESP and MASSP</p>
		<p>Developing an entry plan Participants assess and practice developing key components of an entry plan for a principal. They will focus on high-impact activities that will allow them to quickly build relationships, obtain information, and begin establishing trust with the community and staff.</p>	<p>Entry Plan Templates</p>	<p>R4CC and Maryland School Principals</p>



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Resources

