

# Oakland Schools Support for Aspiring and New Principals

**Council of Academic Leadership - The Metro Bureau**

April 25, 2025



OaklandSchools

# How We Support New and Aspiring Principals

- One-on-one Coaching/Mentoring/Consulting
- Aspiring Principals' Leadership Academy
- New Principals' Leadership Institute - Year 1
- New Principals' Leadership Institute - Year 2 & 3



# Aspiring Principals' Leadership Academy



## PURPOSE

*To provide teacher-leaders a rich experience to explore the role of the principalship and to assist them in determining their future goals. Participants will learn from professionals in the field, through hands-on professional development, cohort study groups and internship opportunities to better understand the function and intricacies of being a successful building administrator.*

# Aspiring Principals' Leadership Academy



## A RETURN

Last took place in 2020.

Ran from January to December.

Survey of multiple stakeholders.

What were universities offering?

Other ISDs (Thanks to Greater Flint Educational Consortium)

Marty Chafee

Previous APLA Participants

# Aspiring Principals' Leadership Academy

## Oakland County Aspiring Principals

Oakland Schools - Superintendents

### Aspiring Principals' Leadership Academy Participant Identification - 2025/26

Oakland County School Leaders,

It is that time of the year again to seek out future school administrators and enroll them in the Oakland Schools Aspiring Principals' Leadership Academy. This year was a success with 33 participants from 17 of our 28 school districts. We would love to have the same or even more participation for the 2025/26 Cohort. Please take a moment to complete the APLA Participant Form below as to who you are recommending for the program (and possible mentor). From there, I will send out an invitation to all participants to register for the series. I appreciate your attention to this matter. If all information can be **completed by Friday, May 9th**, that would be greatly appreciated. Please feel free to forward this communication and designate any individual from your district to complete the form.

For districts who are not interested in participating, we could still use your help identifying potential mentors. Please consider clicking the link below to recommend any possible principal mentors for this program. Having a solid group of mentors is crucial to the success of this program.

I am looking forward to working with our future leaders!  
Please do not hesitate to reach out to me with any questions.

Sincerely,  
Alex Agius  
Aspiring Principals' Leadership Consultant

## WHO?

Participants are selected by the Superintendent or their designee in the Spring preceding the next school year session.

- Teacher Leaders
- Counselors
- Instructional Coaches
- etc.

*Currently no cap on the  
number of participants!*



# Aspiring Principals' Leadership Academy

## THE REGISTRATION

Once participants are identified, I reach out with a congratulatory email with all the details about the program and links as to how to register.

While recommended to participate, it is still up to the individual if they want to join the Academy and can manage the time commitment.



# Aspiring Principals' Leadership Academy

## THE DETAILS

**Superintendents agree to cover the cost of 5 release days for participants.**

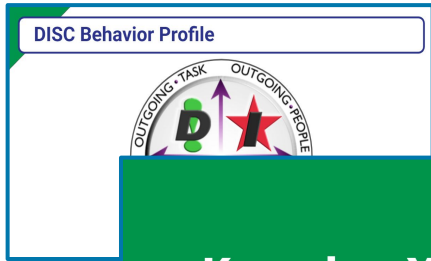
- 3 days for professional learning
- 2 days for shadowing mentor

**11 Monthly Professional Learning Days**

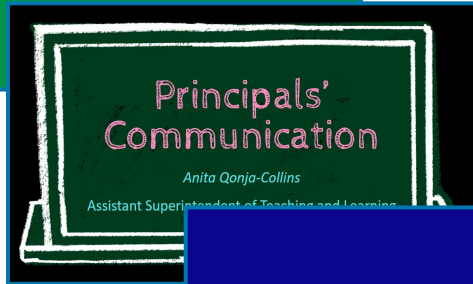
- 5 full day (2 are in August)
- 8 evening sessions (Mondays)



# Aspiring Principals' Leadership Academy



**Knowing Your  
Values**



**Instructional  
Leadership**

OaklandSchools

## THE CONTENT

- **Instructional Leadership and Team Development**
- **Budget and Finance**
- **Meeting Facilitation**
- **Special Education Law - Ins and Outs**
- **Management and Instructional Leadership Balance**
- **Effective Communication & Crucial Conversations**
- **Family Partnerships**
- **Resume building and interviewing**
- **Culture and Climate**
- **Leading with Equity in Mind**
- **And much more!**





# Aspiring Principals' Leadership Academy

## THE COHORTS



- **Intent to build closer relationships amongst a group of 5-6 people in a large group.**
- **Created by participants based on goals for the future**
- **Mini Projects/Scenarios**
- **Expanding Professional Network**



# Aspiring Principals' Leadership Academy

## THE SPEAKERS



# Aspiring Principals' Leadership Academy

## THE MENTORSHIP

**Mentorship pairs are assigned in September.**

- **Mentor/Mentee Meet and Greet Dinner**
- **Assigned by participant's district or myself**
- **Mentors are volunteers**

**Goal is 50 hours of mentor time**

- **Includes 2 full days of shadowing**
- **Remaining hours at their choosing**



# Aspiring Principals' Leadership Academy

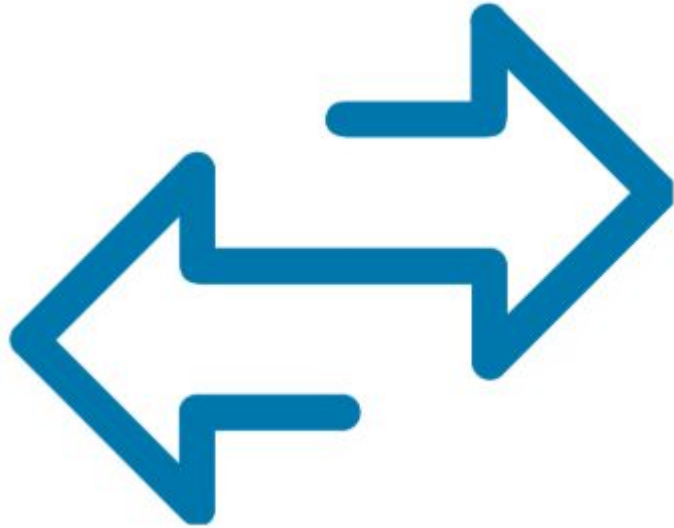
## THE SUPPORT

One-on-One opportunities upon request

- Resume review
- Cover letter review
- Interview preparation
- Consult on next steps
- Future support hired



# Aspiring Principals' Leadership Academy

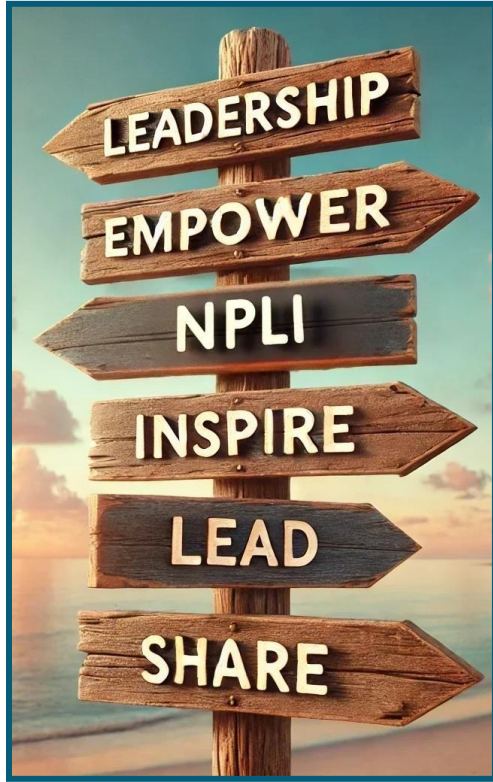


## CHANGE FOR 2025/26

- Possible inclusion of Book Study (Trust and Inspire)
- More deliberate interaction from me with the mentors



# New Principals' Leadership Institute - Year 1



## PURPOSE

*The purpose of the **New Principals' Leadership Institute - Year 1** is to support assistant principals and principals in their first year on the job. Participants will build new skills, collaborate and prepare for the "month ahead," and build relationships with other first year building administrators in a supportive environment with professional learning designed specifically for new building administrators.*

# New Principals' Leadership Institute - Year 1

## THE CONTENT

- Monthly meetings cover:
  - Values and Relationships
  - Communication
  - Behavior and Discipline
  - Family Engagement
  - Evaluations
  - Importance of Reflection
  - Attendance
  - Deficit and Asset-Based Thinking
  - Inclusive Leadership
  - Teacher Induction
  - Oakland Schools  
Consultant Visit

# New Principals' Leadership Institute - Year 1

## THE MONTH AHEAD

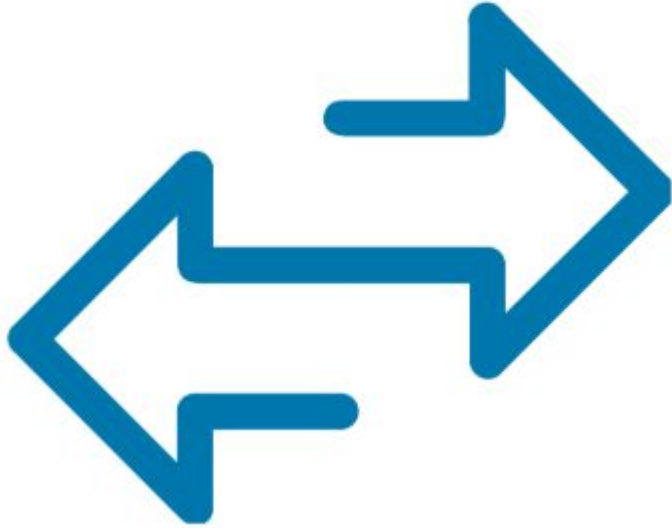
- Cultural
- Instructional
- Procedural

Designed for all levels  
with ability to make a  
copy and edit to fit their  
school.

OCTOBER			
Task Description	Shared/Assigned to	Due Date	Completed
Cultural/Relationships			
Low Key Fall Activity			
Visit/Say Hi to each member of your school - Teacher, Bus Drivers, Paros, Custodial, Lunch, etc.			
Drop in on each classroom (Weekly)			
Positive Communication with Community (Weekly Newsletter, Monthly Updates, etc.)			
Treat for Office Staff			
Monthly Meeting with Office Staff			
Eat with students in cafeteria			
What's your plan to be visible this month?			
Check in on new students			
Student celebrations			
Teacher celebrations			
Instructional			
Check in on all new and probationary staff			
Check in with mentors of new and probationary staff			
Meet with Leadership Team			
Meet with MTSS Team			
Meet with Special Education Team			
Meet with Reading Specialists, Instructional Specialists, Coaches			
Wrap Up Goal Setting Meetings for Evaluations			
Schedule Formal Observations - Put on calendar			
Informal Walk Throughs - Block time on calendar			
Prepare IRIPs			
Review progress on Continuous Improvement Plan			
Educational Development Plan/Revision			
In Demand Occupations Analysis to Students			



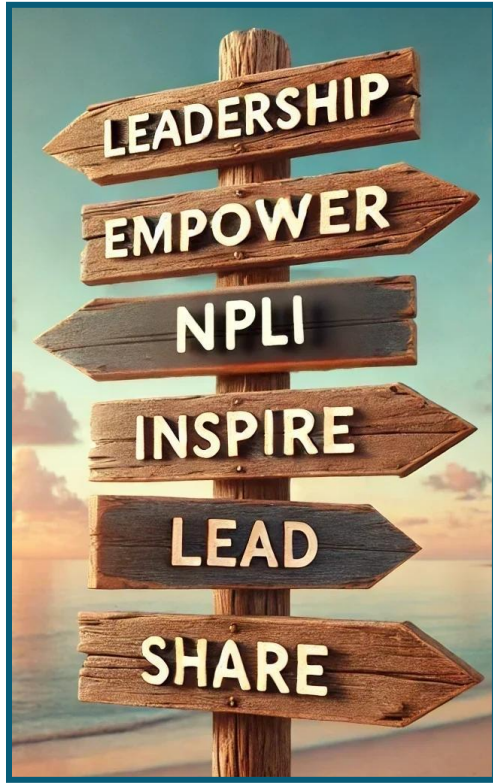
# New Principals' Leadership Institute - Year 1



## CHANGE FOR 2025/26

- Reduce from 9 monthly meetings to 5.
- Meetings every other month.
- One-on-one coaching on non-meeting months.

# New Principals' Leadership Institute - Year 2 & 3

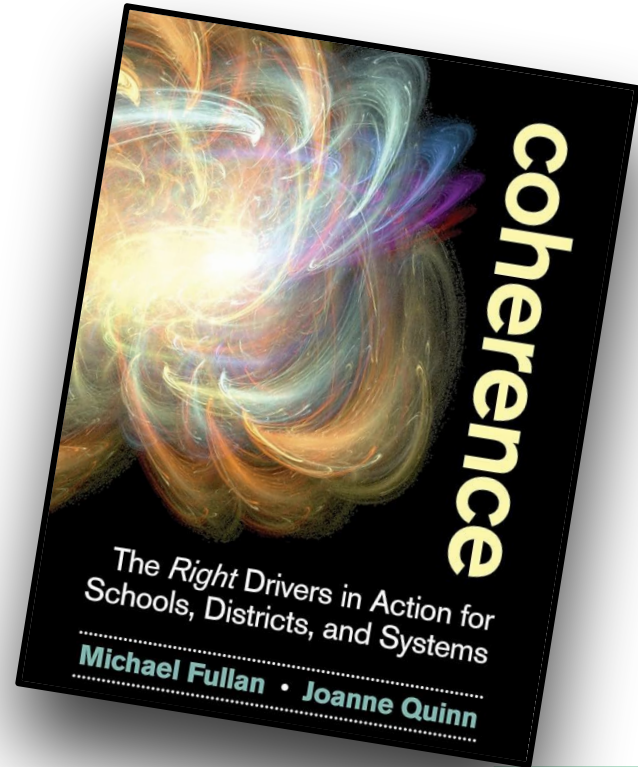


## PURPOSE

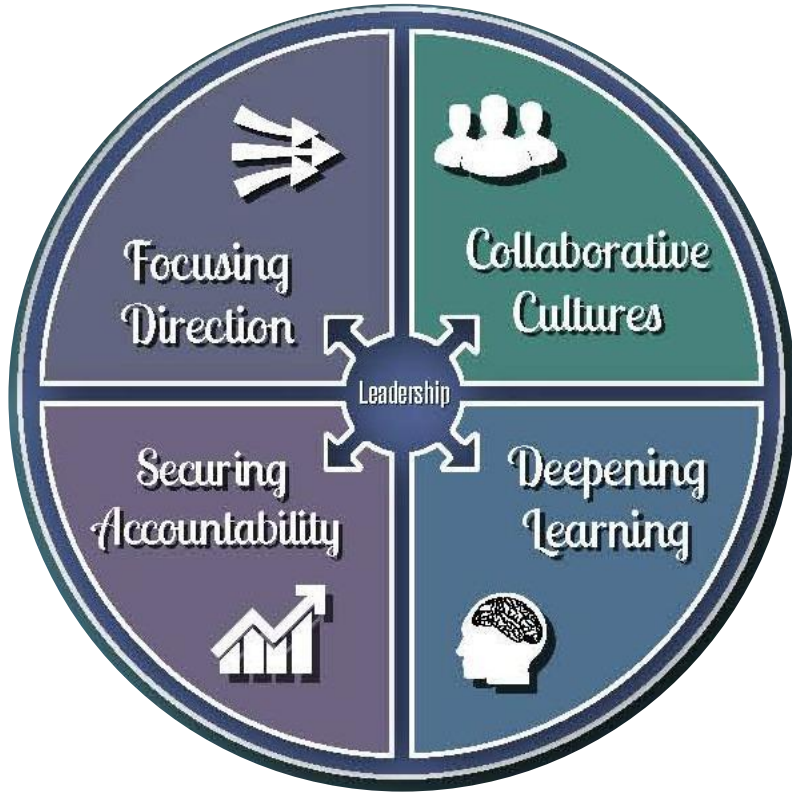
*The purpose of the New Principals' Leadership Institute - Years 2&3 is to support the competence and confidence of novice school leaders. Participants will build new skills and knowledge through planned professional learning, a collaborative book study and leadership action planning. All will be done with support to promote the continued development of professional networks.*

# New Principals' Leadership Institute - Year 2 & 3

- 5 Meetings - In-person
- Focus on the book, Coherence by Michael Fullan and Joanne Quinn



# New Principals' Leadership Institute - Year 2 & 3



- 4 Drivers of Change
- Collaborative Inquiry
- Intro [MI Systems Support](#)
- Wallace Report on Principal Impact

# Contact Information



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