

# Administrator Development & Support Department

Spring



2010



## Opportunities for Leadership Development

### **Pressures of the Principalship: Overcoming Burnout**

**Jan. 21, 2010**

Are you a perfectionist, over-achiever, lost your passion, or just plain tired? *Pressures of the Principalship: Overcoming Burnout* is a light-hearted seminar to help reduce burnout and re-energize principals on how to be successful in times of ever-increasing demands.

### **PDAS: New Teacher Orientation**

**Jan. 23, 2010**

TEA requires teachers new to the PDAS system to receive six hours of training. This Saturday workshop will prepare newly hired teachers to develop an understanding of the critical attributes of each PDAS domain.

### **ILD: Instructional Leadership Development**

**Attend Jan. 25-29, 2010  
or March 15-19, 2010 Spring Break**

For those seeking PDAS certification, this workshop is a must. As a prerequisite to PDAS, these five days focus on the major campus components that impact student performance: Data-Driven Decision Making, Curriculum, Instruction, Assessment, Supervision, Professional Development, School Organization, Communication/Parent Involvement, and Evaluation. The fee includes training, materials, and also the certification fee collected by ESC Region XIII in Austin, Texas.

### **Delegation: Making Time for What's Important**

**Feb. 2, 2010**

Whether you are the one delegating or the one being delegated to, implementing the steps of effective delegation is guaranteed to lighten your workload and give you time to focus on what's really important. Participants will receive a copy of *The One Minute Manager Meets the Monkey*, written by Ken Blanchard.

### **PDAS: Professional Development Appraisal System**

**Attend Feb. 9-11, 2010  
or Feb. 20 & 26-27, 2010 (Saturday Classes)**

In order to appraise teachers, administrators need to attend PDAS. This workshop will prepare administrators to conduct effective appraisals. Participants will develop an understanding of the critical attributes of each PDAS domain and develop calibrated scoring guidelines. The fee includes training, materials, and also the certification fee collected by ESC Region XIII in Austin, Texas.

### **LDP: Leadership Development Process (DuPont)**

**Feb. 15, March 9 & 30, 2010**

This nationally known training offers tools and concepts that enable participants to use a systematic thought process to develop and implement effective action plans. Other strategies include communication and conferencing skills, goal and objective development, delegation and teamwork, and many more. This three-day workshop is designed to increase participants' quality of thought, quality decisions, and focus on what determines student success!

### **Teacher Leader Academy**

**Feb. 16, March 10, April 7, May 6 & June 10, 2010**

During this five-day academy, participants will evaluate their own leadership abilities, practice knowledge and skills in real-world and simulated settings, and develop the necessary competencies to be an effective leader in today's educational culture. Participants will be provided with facilitation strategies and resources that may be implemented at the campus level in order to assist administrators in leading vertical/horizontal teams, grade-level teams, and performing other leadership duties.

### **Principal Network Meeting Round III**

**Feb. 17, 2010 Tolar High  
Feb. 23, 2010 Little Elm High  
Feb. 25, 2010 Millsap High**

Through the World Cafe' staff development model, area principals are provided with opportunities to network on current hot topics that impact the campus and/or district. Also on the agenda are pertinent updates that will be provided by ESC Region XI department personnel and a working lunch.

### **Advanced Teacher Leader Academy**

**Feb. 23, March 31, April 20,  
May 11 & June 23, 2010**

During this five-day advanced academy, participants will expand and/or acquire necessary competencies to be effective leaders in today's education system by practicing leadership skills and knowledge in real-world and simulated settings. Participants will be given opportunities to build and support an effective campus culture, create and implement presentations, and develop and facilitate effective meetings.

### **Powerful Designs: Facilitation Tools for Professional Learning and Campus Improvement**

**Feb. 24, 2010**

Turn your faculty meetings into powerful learning experiences. Use department or grade-level meetings for professional learning opportunities. In this session, participants will engage in a variety of group/team structures that promote positive interaction and have an end result of student achievement. Materials for this course include a manual with 23 group structures and a CD with matching handouts and templates. Some of the group structures are Lesson Study, Study Groups, Data Analysis, and Accessing Student Voices, to name a few.

**Conferencing Skills for Principals****March 12, 2010**

What makes the difference between a productive, successful conference and an unsuccessful one? Find out during this three-hour session, where participants will investigate best practices designed to enhance educator's conferencing skills. Learn how to lead conferences that will promote professional behaviors and student achievement.

**Engaging in Conversations that Build Relationships and Change Behaviors****March 25, 2010**

"Our lives succeed or fail one conversation at a time," says Susan Scott, author of the book, *Fierce Conversations*. Whether in our personal life or our professional life, the relationships we have begin and end with conversations. How are you at having conversations that connect, engage; and change behaviors? This session will explore techniques to help participants overcome barriers to open communication; build skills on conversing with a single person or a group; enrich conversations with colleagues, friends, and family; and handle strong emotions on both sides of the conversation. Participants will receive the book, *Fierce Conversations*, written by Susan Scott.

**Strategies for Resolving Conflict****March 25, 2010**

The focus of this session will be preparing participants to learn and practice conflict resolution strategies to assist administrators and teacher leaders toward school improvement. The objectives for participants will be to learn ways to manage conflict in their own organizations and develop strategies for helping to manage conflict in their districts/schools.

**Selecting and Supporting Teacher Leaders: Strategies for Principals****April 13, 2010**

This session will focus on administrators and how they can create a successful teacher leadership program that builds leadership capacity both on the campus and within the district. During this session, the participants will develop skills to select the "right" individuals to serve as effective teacher leaders, understand how to build a working environment that encourages positive relationships, and provide leadership development that is beneficial to the teacher leader.

**ILD: Instructional Leadership Development for Teachers****April 15 & May 10, 2010**

This two-day session will allow opportunities for teachers to evaluate their own competencies in teaching and leadership effectiveness. In order to promote system wide continuous improvement, the participants will have opportunities to engage in data-driven dialogue and decision-making; investigate Lynn Erikson's structure of knowledge; and explore strategies that infuse rigor and relevance into curriculum, instruction, and assessment. Participants will be provided with facilitation materials to be used at the campus level.

**Principal Network Meeting: General Session****May 4, 2010**

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**Focus: Achieving Your Highest Priorities****May 12, 2010**

As leaders in time management and organizational skills, Franklin/Covey has taken the most powerful concepts from its flagship *What Matters Most* workshop and enhanced them with application exercises that reflect the rapid pace of today's schools. This session will address the issues that block individuals and teams from focusing on the things that really matter in their personal and professional lives. A professional and personal planning system will be introduced. This session includes a workbook and year-long day planner.

**Assisting Change in Education (ASCD):****May 18 & 25, 2010****How to Implement Change at a District/Campus Level**

ASCD has developed a systematic process to deal with the implementation of change in the educational area. Participants will work through the following six modules designed specifically to promote change: (1) Trust and Rapport Building, (2) Organizational Diagnosis, (3) Dealing with the Process, (4) Resource Utilization, (5) Managing the Work, and (6) Building the Capacity to Continue. Within these six modules, many skills are addressed, such as communication, dealing with resistance, data collection, planning, collaboration, conflict, problem solving, and managing time. Participants will receive a facilitator's binder to be used at the campus or district level.

**Seven Habits of Highly Effective People:****June 15-17, 2010****Achieving Personal & Professional Effectiveness from the Inside Out**

This three-day course is built from Stephen Covey's flagship self-improvement book. It offers the basic premise that the best way to improve a system is to improve yourself and the best way to empower the organization is to empower yourself. Participants will learn the basic principles of underlying personal and interpersonal effectiveness by practicing strategies correlated to the seven habits. Materials include the book, a workshop manual, two DVDs with session videos, Internet support, a seven-week contract booklet, and a totem talking stick.

For more details on these opportunities, or to register for a workshop, go to [www.esc11.net](http://www.esc11.net) and click on "Workshops/Logins."



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