



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION



ADMINISTRATORS COACHING PROGRAM

Supporting new administrators is more important than ever. Principal turnover can be disruptive to school progress, often resulting in higher teacher turnover and, ultimately, lower gains in student achievement.

Providing a full year of formal coaching by a trained and experienced administrator can be just the tool needed to ensure longevity. This program will fill the 50 hours requirement for DESE's new administrator mentoring!

COST

First-Year Administrator (50 hours)
MSAA Member – \$3,950
Non Member - \$4,750

Second and/or Third-Year Administrator (25 hours)
MSAA Member – \$2,500
Non Member - \$3,000

The new Principal/Assistant Principal will be coached throughout the year by a trained veteran administrator. The Coach will set up individual meetings.

Coaching will include:

- Entry Planning
- Learning Walks with Administrator
- Data Discussions
- School Improvement Planning

Additional topics will include:

- Instructional Leadership
- Management and Operations
- Engagement Professional Culture

Virtual Job Alike Sessions (3 times per year)

The Coach will meet with second and/or third-year administrator in-person or via video chat at least twice a month to discuss progress, challenges, and successes.

Insights from 2023-2024 First-Year Administrators

"Always having someone to speak with regarding concerns or questions."

"Having someone to speak with about things that have come up that I am not familiar with."

"The experience and honesty of my coach helps me as I navigate a new school."

"Having a veteran opinion on the pros/cons of challenging and difficult situations."

"Having the additional person outside of my school to run things by, get feedback and check in with."

"My coach is outstanding to talk to regarding the many decisions that I need to make."



"Coaching is designed to be the leadership approach of the 21st Century."

James Belasco