

# New Principal Academy

March 8th, 2023

9:00 AM-1:00 PM

Eugene, Oregon at Graduate

In-person

## Learning Targets:

- Session #9: Budgeting 101: Developing, Implementing, and Monitoring a School Budget to Support Student Learning
- Session #10: The Art and Science of Teaching: Building You School's Professional Capacity through Recruitment, Hiring, and Onboarding

Supporting Material: *100-Day Leaders: Turning Short-Term Wins Into Long-Term Success in School* by Douglas Reeves and Robert Eaker

## Schedule for the Day from 9:00 am - 1:00 pm

<u>Time</u>	<u>Topic</u>
9:00-9:10	Welcome~Networking~Check-In~Agenda
9:10-9:30	Anchor Presentation on Budget: Ryan Gerry
9:30-9:55	Budget with Leveled Groups (25 minutes) <ul style="list-style-type: none"><li>○ Elementary: Charlie Jett</li><li>○ Middle/High: Ryan Gerry</li></ul>
9:55-10:10	Break
10:10-10:50	Panel: Recruitment, Hiring, and Onboarding (questions below) <ul style="list-style-type: none"><li>● Panel: <b>(30 minutes)</b><ul style="list-style-type: none"><li>○ Speaker: Chris Wyland</li><li>○ Speaker: Christy Hartford</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Speaker: Katy Wagner</li> <li>○ Remie Calalang (Bethel HR)</li> </ul>
10:50-11:30	<p>Ed Camp Choices: Participants will have the opportunity to pick two in the 40-minute time span.</p> <p>Station One: Recruitment  Station Two: Hiring  Station Three: Onboarding</p>
11:30-11:50	<p>Book Connection:</p> <ul style="list-style-type: none"> <li>● Quiet Reflection on a graphic organizer and then share with table: <ul style="list-style-type: none"> <li>○ What do you want to carry over</li> <li>○ What are your successes/celebrations?</li> </ul> </li> </ul>
11:50-12:00	Wrap Up
12:00- 12:45	Celebration Lunch!

- Session #9: Budgeting 101: Developing, Implementing, and Monitoring a School Budget to Support Student Learning
  - 1. Speaker\_\_\_\_\_ - 20 minutes
  - Dividing out: 20 minutes
    - Elementary:
    - Middle/High:
- Session #10: The Art and Science of Teaching: Building You School’s Professional Capacity through Recruitment, Hiring, and Onboarding
  - Panel: **(30 minutes)**
    - Elementary - Chris Wyland
    - Middle - Christy Hartford
    - High

- District Office???
  - Panel Questions:
    - What is your number one tip for recruiting staff?
      - How do you recruit people with demographics for those you serve?
      - How do you recruit people with hard-to-fill qualifications and content areas?
    - How do you ensure a good fit for interviewing and hiring?
    - What are some of your favorite interview questions and what are you looking for in a candidate?
    - What are some red flags that you look for in the paper review, interview questions and reference checking processes?
    - How do you balance committee opinions vs. what you as the leader thinks is best for building?
    - What are your top ways to support your new staff once they are hired, within the first few months, mid-to end of the year and years to come ?
  - Ed Camp (**Two - 15 minutes choices and then two minute share out from each table**)
    - Brainstorm questions
    - Table Topics:
      - Recruitment
      - Hiring
      - Onboarding
      - Retention
- 100 Day Plan Wrap Up:
  - Quiet Reflection on a graphic organizer and then share with table:
    - What do you want to carry over
    - What are your successes/celebrations?
    - What surprised you?
    - What was the most challenging and how did you navigate?