

# Rise & Shine

## Insights from new principals

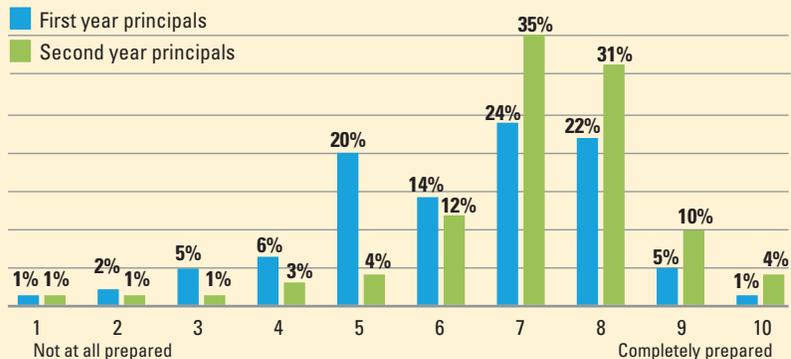
Welcome to the **Rise & Shine** brief!

In the first survey of this school year, we took a brief look at how the year started, and a look ahead at **what you hope to accomplish in 2015-16.**

These survey results reflect responses from hundreds of new principals, from all across the nation.



### How prepared were you personally on Day 1?



### Most of you started your first day feeling pretty well-prepared...

Overall, more than **2/3 of panelists** gave yourselves scores of **7 or higher on a 10 point scale.**

### And some reassuring news for first year principals: it gets better!

There was a sizable difference between first and second year principals on this measure: Only **53% of first year principals** rated their first day readiness at 7 or higher, but nearly **80% of second year principals** did!

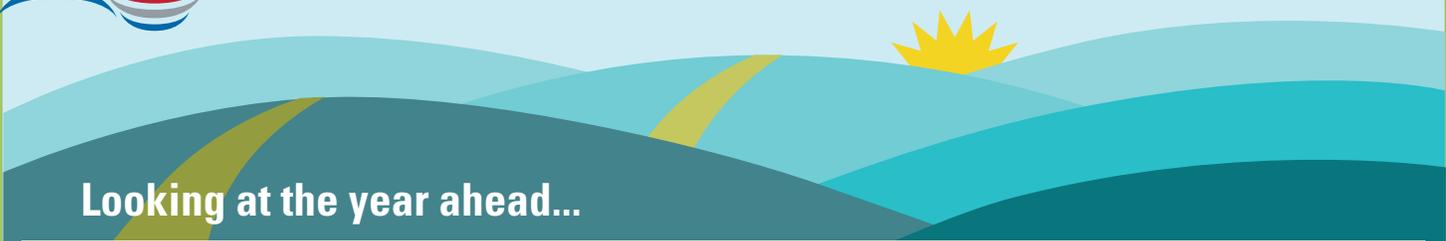
### How strong was your school opening?

**For most, your buildings opened fairly smoothly – though the first days of school are often challenging.** Just over half of you report that your schools opened with “strong” scheduling, staffing, and facility support services in place. Only a third were on equally solid footing with your student data management systems. And the school readiness of your students, teachers, and parents was not considered “strong” by most of you. So, there is clearly room to grow as the year progresses!

### Snapshot of School Opening Stats

Percent of schools reported “strong” in these areas:





## Looking at the year ahead...

### Your biggest schoolwide challenges are achievement-oriented.

Most frequently cited challenges were **academic achievement** and closing the **achievement gap**.

*Top challenges (identified up to 3):*

- 55%** Student academic achievement
- 40%** Closing the student achievement gap
- 30%** Budgetary concerns
- 26%** Student wellness and mental health
- 23%** Student discipline and behavior

### Your top professional challenge is instructional leadership.

From your standpoint as a professional, becoming an **effective instructional leader** rose far above every other priority. *Top challenges (identified up to 3):*

- 85%** Being an effective instructional leader
- 47%** Working productively with staff
- 43%** Managing my time/setting priorities
- 33%** Achieving healthy work-life balance
- 32%** Growing my professional skills

## As Principal, you are a communications hub **with constantly shifting gears.**

### Your teachers, staff, and students

Not surprisingly, virtually **all** of you interact with these important people all day, every day. In addition, you are regularly called upon to reach out in completely different ways to many different groups...

### Your mentors

**68%** of panelists check in with an **informal mentor** at least several times a month; **50%** of those with formally assigned mentors do the same.

### Your parents

**83%** of panelists interact with **individual parents** daily or multiple times a week, and **84%** meet with **parent groups** several times a month.

### Your peers

**53%** of you reach out to a **fellow principal** one or more times a week; another **35%** do so several times a month; only **2%** completely go it alone.



### Your District Top Brass

**43%** of you report that you communicate directly with your **superintendent** daily or weekly.

Contact with your **school board** takes place much less often – but you still communicate directly with your board at least several times during the school year.

### Your community at large

**86%** of you reach out to **community leaders** several times a year or more.

**73%** of you are in contact with **local businesses** multiple times a year or more.

## Who's on this year's panel?

**Half of you are brand new to the principal's role.** The panel is evenly split between first year principals and those who have a year or so under your belts.

### You're mostly Gen-Xers!

- 2% are under 30 years old
- 85% are in your 30s & 40s
- But there are also plenty of career changers – 13% of you are over 50

### Many roads lead to the principalship

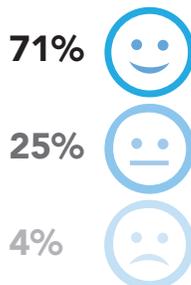
- For nearly 6 in 10 – it's the next stop from Assistant Principal
- 20% came directly from teaching
- The rest have arrived via a wide assortment of paths – from heading up curriculum and instruction departments, serving as coaches, deans of students, and even (bravely!) stepping in after a career in business.

### What are your schools like?

- About half of your schools now include Pre-K
- Average number of teachers in your school is 31
- More than two-thirds – 69% – of you are leading Title I schools
- For the majority of you, the percent of English language learners in your school is fairly low- less than 10%; yet for a group of 7% of you, more than half your students come to school speaking a different language.

## How's the job so far?

This past month, how satisfying was your job?



72%  
high

25%  
medium

3%  
low

**This past month, how stressed were you?**

(includes 7% who were nearly off the charts – 10 on a 10 point scale!)

### About how many hours did you work per week this month?

Less than 40	1%
40-50	15%
50-60	43%
60-70	29%
70+	12%



## Some of the resources that have helped you this month:

### BOOKS

- **The Principal: Three Keys for Maximizing Impact** – by Michael Fullan
- **The Ten-Minute Inservice** by Todd Whitaker and Annette Breaux (staff development)
- **Visible Learning** by John Hattie (effective instructional practices)
- **Creative Schools** by Ken Robinson (fostering creativity and innovation)

### TED TALKS

- Carol Dweck on **The Power of Believing That You Can Improve**
- Christopher Emdin on **Teach Teachers to Create Magic**

### BLOGS

[connectedprincipals.com](http://connectedprincipals.com) (various postings about innovation, values)

#### [edutopia.org](http://edutopia.org)

- **Growth Mindset: A Driving Philosophy, Not Just a Tool** by David Hochheiser
- **Avoiding "Learned Helplessness"** by Andrew Miller
- **Put Working Memory to Work in Learning** by Donna Wilson

#### [thecornerstoneforteachers.com](http://thecornerstoneforteachers.com)

- **40 Hour Teacher Workweek Club** by Angela Watson