

Rise & Shine

Insights from new principals

Welcome to the Rise & Shine brief!

What a year! During the 2016-17 school year, implementation of ESSA moved into high gear, against a changing political and educational landscape.

As new school leaders, you had to stay focused on ensuring your students receive a quality education that will prepare them for whatever the future will bring.

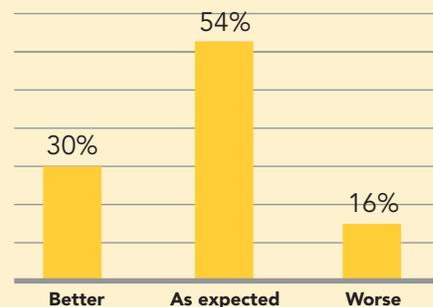
Our May survey focused on looking back at the year and reflecting.

This brief reflects the perspectives of hundreds of new principals across the nation.

How did the job measure up?

We know you didn't take this job because you thought it would be easy...

For the most part, things turned out as you expected – or even better. For more than 8 out of 10 panelists, the reality of the job either met or exceeded your expectations; however, it only came up short for 16%.



Congratulations

You did it!



Overall, the job was stressful, but also satisfying.

On a scale of 1 to 10, your stress was high:

Low stress (1-3)	1%
Moderate stress (4-6)	15%
High stress (7-10)	84%

And so was your overall job satisfaction!

Low satisfaction (1-3)	5%
Moderate satisfaction (4-6)	18%
High satisfaction (7-10)	77%



You made solid progress in addressing your most important priorities.

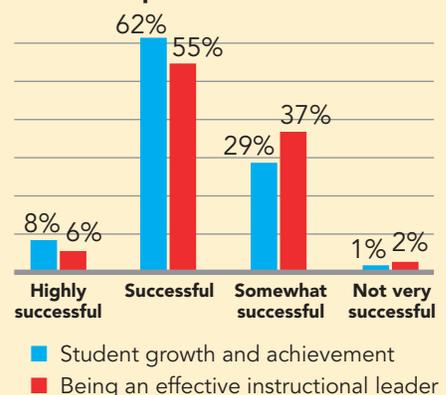
At the beginning of the year, we asked you to name your top schoolwide and professional challenges.

Two clearly stood out:

Biggest schoolwide challenge: **ensuring student academic achievement.**

Top professional challenge: **becoming an effective instructional leader.**

Here's how panelists rate their success:



You had more notable areas of success!

A strong majority of panelists report feeling successful or highly successful in terms of:

- Working effectively with district leadership **88%**
- Efficiently managing financial resources **82%**
- Fostering a positive school culture that supports learning **81%**
- Increasing my own professional growth and learning **79%**
- Being an effective manager of staff and teachers **76%**

How did the job measure up?

Who helped you along the way? Peers, Mentors and Teachers matter a lot!

Cited as "extremely helpful" or "helpful"

Informal mentors	79%
Instructional specialists	79%
Teachers	79%
Other principals/colleagues	78%
National conferences attended	69%
State conferences attended	69%
Books and articles	68%
Direct supervisor	65%
University classes	64%
Mental health specialists	61%
Superintendent	56%
District workshops/programs	55%
Webinars	49%



***Note:** Although less than half of panelists were lucky enough to have them, **formal mentors** and **Assistant Principals** are also viewed as very helpful!

Formal mentors **77%** Assistant Principals **72%**

Far and away, your biggest challenge was time management

Most challenging aspects of your job this year:

Managing my time	59%
Implementing change	36%
Evaluating my staff	29%
Understanding the politics	26%
Implementing team development	22%
Using data to inform decision-making	22%
Providing relevant staff development	20%
Assessing classroom instructional practices	19%
Creating a clear vision for our school	17%
Working productively with parents	16%
Receiving valuable feedback on leadership skills	15%

***Note:** We are happy to report that "using technology" was only reported as a challenge by **3%** – so looks like you have that one under control!

Another valuable boost comes from professional associations

77% of panelists are currently members of your state principal associations; and **61%** are currently members of NAESP. Panelists named an array of benefits that include:

- Networking and personal connections with peers and experts
- Professional development through conferences and resources
- Best practices, latest research shared via articles and publications

Resources and programs that made a difference to you this year:

- | | |
|---|--|
| Break Through Coaching | Google Appointment Slots |
| Capturing Kids Hearts | Lead4ward |
| Difficult Conversations | PBIS |
| Google Apps for Education | Seesaw (electronic portfolios) |
| Google Classroom | |

What's happening next?

Most of you are planning some professional summer enrichment

Will read books or articles related to my work	81%
Will participate in district-provided PD	63%
Will attend a conference within my state	41%
Will participate in an in-person seminar or course	27%
Will take an online course	15%
Will take an educational trip	14%

We also applaud that 57% will travel for pleasure and 9% who are actually unplugging from work for the summer!

You're coming back for more: 91% of panelists will be returning to the same building next year. The others will be changing to a different school or moving to a different district. None are planning to change professions!

Your priorities for next school year are coming into focus:

Rated "top" or "high" priority

Becoming a "change agent"	70%
Evaluating school practices affecting change	68%
Building leadership skills of my teachers	68%
Doing more to educate and engage parents	58%
Increasing cultural competency of my staff	49%
Increasing our anti-bullying activities	40%
Increasing cultural competency of my students	37%
Improving our use of technology	37%
Implementing new assessment systems	25%

And what lies further down your career path? Panelists say they plan to continue to be an elementary school principal for:

6+ more years	55%
3-5 years	32%
Less than 2 years	14%

Strategies that made a difference at your schools this year:

Ideas with Impact

Challenge: Increase our math scores.

Strategy: I took different teachers 3 different times to observe blended learning in another school. It was very beneficial. We have implemented blended learning in nearly all of our classes. Looking at our testing scores, what we are doing is working.

Katerina Loock,
Raft River Elementary, Malta, ID

Challenge: Creating a positive school culture

Strategy: I created a group of 5th grade student leaders called Peacekeepers. They have various jobs around the school and I work with them on conflict resolution skills so they make better choices. It is a mixed group of kids with different personality types who build relationships to set the tone school-wide of how we all can get along and be a positive influence. Wanda Smith,
Central Elementary, Amherst, VA

Challenge: Establish a culture of reading – for staff and students

Strategy: Set a school-wide reading goal last year tied to goals, not earning prizes. This year we more than doubled our goal, and met it easily. Kids are reading and staff are too! I buy my staff professional books on topics of interest, lead book studies and highlight their reading in staff meetings. We read one book together in the first year, and this year every one of us read 4.

Susan Cotton,
Lakewood Elementary, Lakewood, WA