

# EDO

## EXECUTIVE DIRECTOR ONBOARDING

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SCHOOL LEADERSHIP | DALLAS ISD



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Tiffany Huitt-Powell  
Chief of School Leadership

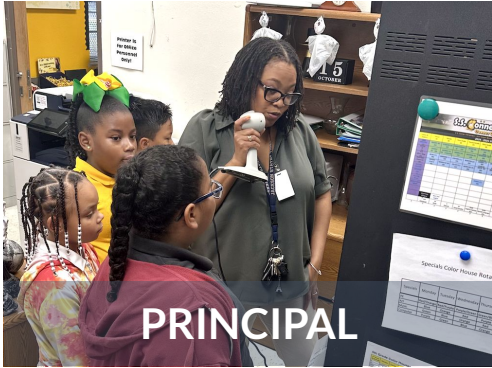


Ryan Zysk  
Associate Superintendent

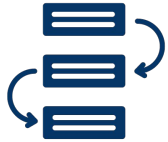


Mark Ramirez  
Associate Superintendent

# REVIEW OF THE EXECUTIVE DIRECTOR LEADERSHIP JOURNEY



# PARTNERSHIP WITH HOLDSWORTH



Assisted with scope and sequence of programming

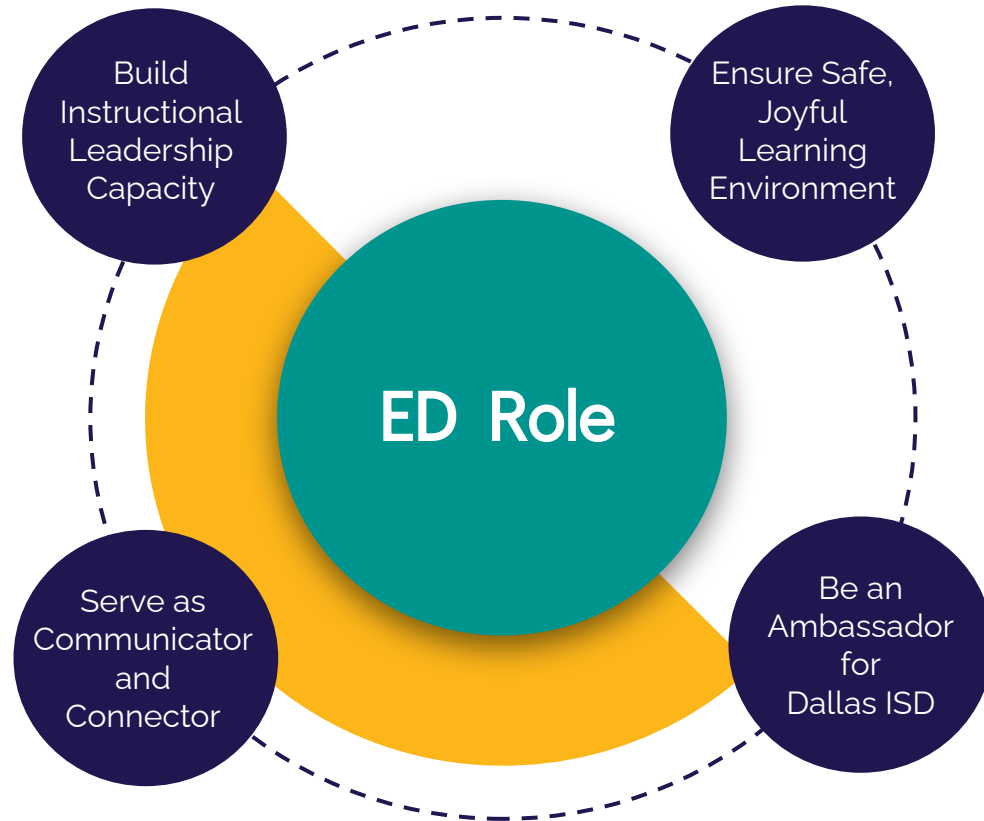


Created content for the monthly sessions



Bank of resources

# EXECUTIVE DIRECTOR | SCHOOL LEADERSHIP



# WHY DID WE INVEST IN ED ONBOARDING?

## Criticality of principal supervisor role

- Serve as the bridge between Central Office and campuses - a source of consistent messaging & alignment
- Source of consistent coaching and support for our 225 principals
- With anywhere from 30-50 new principals each year, strong principal supervisors are a direct source of intense support for novice principals

## Highly challenging job transition

- The skill/mindset shift from principal to principal supervisor is more significant than prior job shifts
- The external-facing nature of the principal supervisor role is significantly greater in scale and has higher stakes than in the principalship
- Dallas ISD EDs are highly recruited by surrounding districts and therefore we hire and onboard a few each year

# OUR PROCESS TO BUILD AN ONBOARDING PROGRAM

1. **Conducted interviews** with current EDs (in 1st year and veterans), regarding transition
2. Get exceptionally **clear on the purpose/nature of the ED role**
3. Define the **learning objectives** for an ED within their first 30 days, 60 days, 90 days, and 1 year
4. Build a **scope and sequence of formal learning sessions** that align with skills EDs need
5. Provide a veteran ED mentor to **support coaching and mentorship of new EDs**
6. Provide **access to guides and resources** to use the common tools and processes in this new role

# EDO LEARNING OBJECTIVES

- New EDs **understand the expectations and priorities of the role**
- New EDs have enough fluency and understanding of the **tools, processes, and resources** to effectively perform their job
- New EDs **develop the mindsets and skills** needed to be a successful ED
- New EDs build connections and **relationships with critical stakeholders** to support new ED in their role



# EDO LEVEL-SET MEETINGS

Date	
<b>Tuesday, Nov 15th</b>  <b>2:00 - 5:00PM</b>	<b>Communicating Restructure Vision</b> <b>Whole-Group</b> <b>Room 583</b> <ul style="list-style-type: none"> <li>- Introduction</li> <li>- Policies and Practices</li> <li>- Brand Ambassador Training (Holdsworth)</li> <li>- Stakeholder Mapping/Planning</li> </ul>
<b>Wednesday, Nov 16th</b>  <b>2:00 - 5:00PM</b>	<b>Accountability Deep Dive</b> <b>Secondary</b> (For current Elementary ED's): <b>Room 613</b> <ul style="list-style-type: none"> <li>- Accountability, Assessments, and Key Data Literacy</li> <li>- STAAR/State LAS</li> <li>- STAAR Redesign</li> <li>- CCMR Overview</li> <li>- Graduation requirements (senior audits, role of counselor)</li> </ul> <b>Elementary</b> (For current Secondary ED's): <b>Room 583</b> <ul style="list-style-type: none"> <li>- MAP Growth and MAP Reading Fluency (45-60 min)</li> <li>- DL/PLC Variations (STAAR vs K-2) - RCB</li> </ul>
<b>Thursday, Nov 17th</b>  <b>2:00 - 5:00PM</b>	<b>Academic Programs</b> <b>Secondary</b> (For current Elementary ED's): <b>Room 613</b> <ul style="list-style-type: none"> <li>- CCMR (AP)</li> <li>- CCMR (Special Ed &amp; Military Readiness)</li> <li>- CCMR (IBCs)</li> <li>- CTE Campus-Based Programs of Study</li> <li>- Career Institutes</li> </ul> <b>Elementary</b> (For current Secondary ED's): <b>Room 583</b> <ul style="list-style-type: none"> <li>- Amplify/Eureka Updates (90 minutes)</li> <li>- HB 3 Reading Academies (90 minutes)</li> </ul>

# ED ONBOARDING SCOPE & SEQUENCE

Session	Topic
1	ED Expectations and Mindset
2	Communication and Crisis Management
3	Personal Leadership/Stress Management Stakeholder Mapping
4	Managing Change and Transitions
5	Vacancy Planning/Talent Management
6	Leadership and Motivation Academic Support Planning
7	Coaching Cycle Reflection, Collaboration, Worktime
8	Response to Survey Feedback
9	Principal/AP Hiring
10	Celebration & Planning for Next Year's Vertical Teams







## VARIOUS LEARNING MODALITIES TO SUPPORT ACTIVITIES AND SKILLS MOST CRUCIAL TO THE EDs' JOB

## Case studies that simulate EDs' weekly challenges

## The next morning...

You're trying to break the 'check email first thing in the morning habit', but alas. It's 6:30 am and you see the following in your inbox from a VERY involved parent at Kristin's school.

Attendance

  Reply  Reply All  Forward  

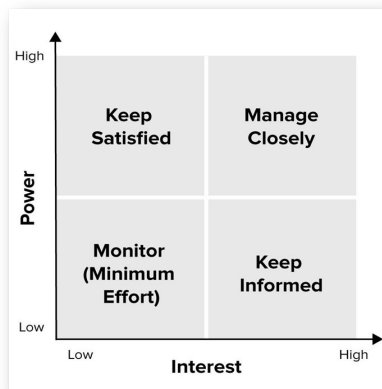
11:06 AM

Hi there,

I am very concerned about a parent note that went home today. Kristin informed all parents that due to a staffing shortage that President's Day would be a movie day for students. She also included that for any families with a preplanned vacation for the inclement weather make up day would have an excused absence. Last semester we had to have a meeting with you involved because she wouldn't approve an absence. Why the change of heart?? It feels like she is trying to get kids to not come to school this day, and frankly I don't want to send my kid if they are going to be short staffed. Why is this an issue? How is this possibly a good idea? STAAR testing is coming up soon. Call me ASAP.

Jane

## Leadership tools and frameworks



## Practical academic improvement strategies

[illegible]



What has been the impact?

# FEEDBACK FROM EXECUTIVE DIRECTORS

## Key trends include:

- **High Satisfaction:** All respondents rated the program's value as 5 out of 5.
- **Session Frequency:** The frequency of monthly sessions was deemed ideal by all respondents.
- **Keep, Improve, Remove:**
  - All sessions were generally well-received
  - Only Session 7 (which included Testing Plans) received any "remove" votes.
- **Session Engagement and Value:** Sessions were engaging, supportive, and worth their time.
- **Suggestions for Improvement:**
  - Always include a "problem of practice" scenario.
  - Increase opportunities for EDs to present and collaborate on plans.

Thank you

