

# Four Career Stages and a Request

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As we look to improve membership benefits and programs for you, our members, we have adopted **four career stages**, or what we also call a *leadership continuum*. These stages will help focus our efforts to meet the needs of our members before and during their leadership journey. These stages are:

## Aspiring

- Pre-Service (an educator considering a role in administration)

## Launching

- 1-2 Years as a School Leader

## Building

- 3-5 Years as a School Leader

## Mastering

- 5+ Years as a School Leader

Below I have provided additional information regarding each stage (as well as some additional requests!).

### **ASPIRING**

One of our membership levels includes those aspiring to the profession. Our Regional Service Specialists (RSS) are in the process of contacting colleges and universities across the state to provide membership information to those enrolled in principal preparation programs. We are happy to provide support to your school, region or intermediate unit by providing a special session on school leadership. We also have a document titled, "School Leadership that Fits," which is an excellent resource. If you would like to schedule an opportunity for those in your region to learn more about school leadership, please reach out to your Regional Service Specialists or to me at [msnell@paprincipals.org](mailto:msnell@paprincipals.org).

### **LAUNCHING**

The "launching" stage is dedicated to entering a position of school leadership, whether as a principal or an assistant principal. This past summer, we held our first "Launching Leadership" session designed for school leaders that provides year-long support to assist with the transition to school leadership. The program is bookended with two day-and-a-half sessions supported by monthly virtual check-ins throughout the year. The Association's goal is to provide just-in-time resources and support to maximize success in the early years of school leadership. If you know someone who could benefit from this experience, please have them reach out to us for consideration for next year's cohort. Although we set the years as being for school leaders with 1-2 years' experience, launching is not limited to 1-2 years. If you think this would benefit you, please let us know!

### **BUILDING**

This is a tough one for us. We realize that many principals are working through their principal induction program and time out of the building is difficult during this stage. If you have ideas for ways we can provide programming, we would be happy to hear from you. Perhaps it is just networking time or a book club that may support your leadership. Again, please reach out to us with any ideas!

## LEADERSHIP CONTINUUM



**ASPIRING** Establish the mindset, leadership intelligences, and community of peers necessary for aspiring administrators to envision themselves as future learning leaders



**LAUNCHING** Provide new learning leaders with the skills, resources, and community of peers necessary to cultivate culture, assess systems, and understand the leadership necessary for the unique context of their learning organization



**BUILDING** Equip established learning leaders with the supports needed to effectively sustain culture, build systems and develop their learning organization, while affording the self-care necessary to build a sustainable career



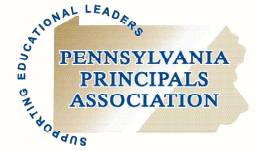
**MASTERING** Promote the self-actualization of learning leaders through the continuous growth of themselves and their learning organization to ensure a school of equity and excellence which leaves a lasting legacy

## MASTERING

We are passionate about creating learning experiences that grow a school leader as an instructional leader. We are developing a principals' network for those with 5+ years of experience and have partnered with the Schlechty Center on this project. Our goal is to provide established principals with an excellent learning experience that focuses on both leadership and instructional leadership. Our hope is to offer this in the coming year. Stay tuned ...

We need your feedback and ideas! If you have an idea or program that is of value to you and our membership, please share it with us. We are in the business of providing for principals and school leaders across the state. Please reach out to me ([msnell@papprincipals.org](mailto:msnell@papprincipals.org)), to Dr. Eshbach ([eshbach@papprincipals.org](mailto:eshbach@papprincipals.org)) or to your Regional Service Specialists (See page 11 for their contact information). *We would be happy to customize programs and professional development to meet your needs!* ■

## Attention Members: Don't Let Your Membership Lapse Due to Incorrect Information



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If you are having trouble logging on or are unsure of your email address for our communications, please contact (717) 732-4999.

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