

**Building the E-Portfolio**

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**EAD-536: Strategic Leadership and Management in the Principalship**

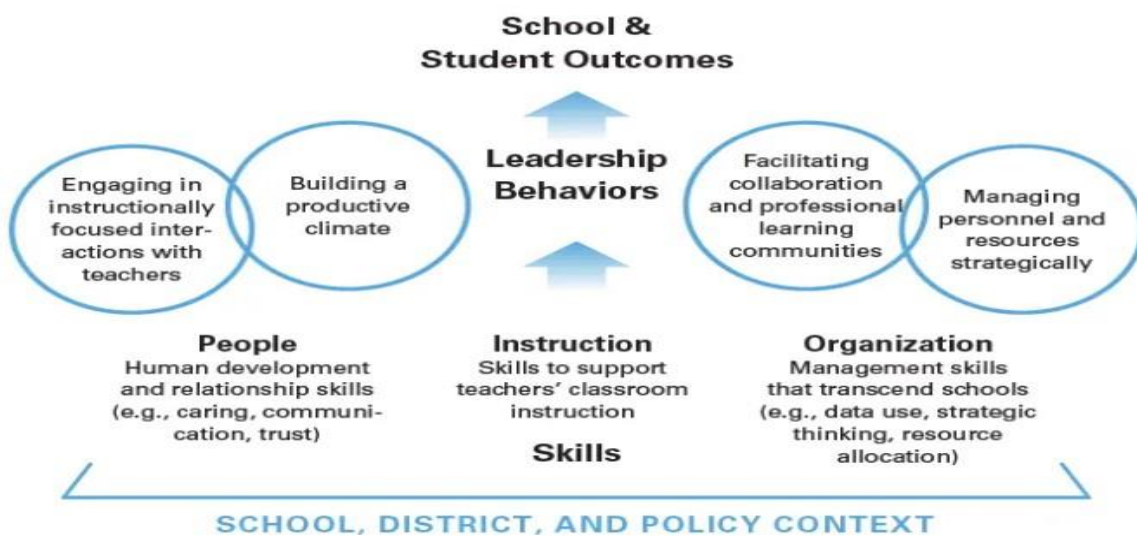
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Building relationships. The theme continues to reverberate with me anytime I talk to anyone about what makes a good principal great. That means listening more than speaking and taking up the mantle of a true servant leader where no job on campus is beneath you.

Although my first philosophy of leadership concentrated on a few interesting aspects of the principal as school leader, looking through a wider lens reveals four key sets of skills extensive research studies find helps create effective principals (Grissom, Egalite & Lindsay, 2021). All of them I want to master in my effort to become the very best principal my staff, faculty, students, parents, and community deserve..

**FIGURE 1. Principal Skills and Behaviors to Improve School Outcomes**



From Grissom, Egalite, and Lindsay. *How Principals Affect Students and Schools*, 2021.

1. Create focused teacher evaluation systems that are rubric-based teacher observations that build buy-in, can be acted upon, and create opportunities for meaningful feedback and coaching as well as center on progressing toward the school's goals.

2. Build a robust school climate by helping teachers feel empowered and students feel safe.

I would draw on the school's culture and history to connect the student body to the present as well as pointing toward the future. And no school climate can grow without a solid connection to a community that supports it and helps the school thrive. It's my responsibility as a principal to spearhead and strengthen those town-gown connections.

3. A successful principal centers instruction on collaboration, encouraging effective PLC design and continuously engaging with PLCs at the school. Professional growth can also happen outside school. Encouraging teachers to take advantage of professional development opportunities by bringing their learning back to the campus to reteach colleagues' benefits everyone.

4. A great principal must leverage personnel and resources strategically, optimizing how they are used to better support teaching and learning. That starts with making solid hiring decisions and reassigning personnel and resources to "lead with equity." A successful principal plays an important role in closing the achievement gap and building a school climate where diverse students feel valued.

## References

Grissom, J. A., Egalite, A. J., & Lindsay, C. A. (2021). *How principals affect students and schools: A systematic synthesis of two decades of research*. New York: The Wallace Foundation.