

Greetings:

We invite Phase 2 Advisory Team members to complete a "first principles" survey.

The idea of "first principles" is this. To address our 5-part charge, our 50-member team divided into 5 work groups. Each is addressing one piece of our charge:

- Establish a P20 framework
- Modernize regulations guiding university-based principal prep programs
- Propose a way to issue micro-credentials
- Recommend needed improvements to standards for principal supervisors
- Recommend whether competency-based assessment should replace SBL exam

The question is this. How can we bring coherence to recommendations that emerge from 5 work groups? By identifying a set of fundamental principles we can provide common thread for the work of all 5 work groups. In a way, "first principles" are design requirements that we agree have guided the work of all groups.

In a survey conducted in Jan., 2018, we presented a dozen possible "first principles" to Phase 2 members. At the Jan. 31 meeting, we reviewed results. They showed 100 percent of respondents supported 7 of 12 "first principles". By "supported" we mean indicated either "complete support" or "qualified support". Better than 90 percent

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indicated support for 3 other "first principles".

Since then, we have used your input and feedback from the survey to make improvements. We eliminated 2 of the proposed "first principles". We simplified the language in 2 others. And we used a suggested addition to improve another.

We now invite you to indicate which of these you can live with and support. When we meet on Feb. 28, we will use "Fist to Five" to identify how many and which "first principles" have the support of our Phase 2 Advisory Team. By responding to this survey, you help our Team make better use of time on Feb. 28, 2018.

The "first principles" that we end up adopting will become the foundation for recommendations that our Team presents to the Commissioner and Regents. They provide a rationale and foundation for recommendations we present.

Our predecessors (the 37-member Principal Project Advisory Team that recommended to the Commissioner and Regents that NYS adopt the *Professional Standards for Educational Leaders*) used a similar approach. They used a set of "key insights" and "belief statements" to anchor their recommendations.

The following survey asks you to evaluate this revised and improved list of possible "first principles." Your responses will be combined with those of colleagues and reported to all members in summary form (without attribution to you).

In this survey, if you reply with a "3", a "4", or a "5" then you are

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supportive. If you reply with a "0", a "1", or a "2" then you are not supportive.

To the best of your ability, please complete this by noon Tuesday, Feb. 27, 2018.

Thank you,  
Chairs and facilitator

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"FIRST PRINCIPLE": Ongoing Support and Guidance in the form of High-Quality Mentoring and Coaching

Because continuous learning is a necessity, principals need ongoing support in the form of high-quality mentoring and coaching up to and beyond the first full year on the job.

1. How supportive are you of the above (Ongoing Support and Guidance)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

"FIRST PRINCIPLE": P20 Partnership

Districts are clients of (and partners with) university-based principal preparation programs; so close and ongoing feedback between field-based practitioners and university-based programs is an essential ingredient in principal preparation.

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2. How supportive are you of the above principle (P20 Partnership)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

"FIRST PRINCIPLE": Quality is the Driver of Preparation Programs, not Dollars

The ability of program graduates to assume a leadership role and lead schools to higher ground is not just the aim and purpose of prep programs but the driver of program success (not revenue generation)

3. How supportive are you of the above (Quality is the Driver, not Dollars)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

"FIRST PRINCIPLE": *Prof'l Standards for Educ' Leaders* are the foundation of Prep Programming

Realizing educational excellence and equity throughout NY requires well trained leaders who have a convincing command of competencies associated with *Professional Standards for Educational Leaders*

4. How supportive are you of above (PSELs are foundation of Prep Programming)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

#### "FIRST PRINCIPLE": Competency Matters Most

As part of principal preparation, candidates enrolled in programs demonstrate certification readiness by leading efforts at a district school that lift staff, student, or school performance

5. How supportive are you of the above principle (Competency Matters Most)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

#### "FIRST PRINCIPLE": Aim of Preparation Programs

Sound programs equip candidates to lead schools in continuous school improvement and to lead turnaround in schools that struggle most.

6. How supportive are you of the above principle (Aim of Preparation Programs)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

## "FIRST PRINCIPLE": Defensible Judgments

We work toward ensuring judgments about the adequacy of prep programs and/or candidate readiness for certification are reliable, valid for their purpose, and comparable across individual, program, and year

7. How supportive are you of the above principle (Defensible Judgments)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

## "FIRST PRINCIPLE": Project Purpose and Effect

We agree with Linda Darling Hammond. The intent is to create a P20 educational system that learns to get better at getting better. Improving principal preparation contributes to school and student success.

8. How supportive are you of the above principle (Project Purpose and Effect)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

## "FIRST PRINCIPLE": Value of Feedback and the Role of Data

Feedback is at the heart of learning to get better; thus data collection, analysis, and reporting are vital because they make it possible to gauge whether activity translates into improvement

9. How supportive are you of the above (Value of Feedback and Role of Data)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
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"FIRST PRINCIPLE": Residency

During a full-time, year-long, (ideally paid), school-based internship, candidates identify problems of practice and design and lead interventions that help improve opportunities/outcomes for staff and students

10. How supportive are you of the above principle (Residency)?

- 5: I am enthusiastic about this option (I can live with and agree to support it)
- 4: The option is good but not perfect (I can live with and agree to support it)
- 3: It may not be ideal but it is still acceptable (I can live with and agree to support it)
- 2: I have reservations (as it is, I cannot live with or agree to support it)
- 1: I have serious reservations (as it is, I cannot live with or agree to support it)
- 0: As a matter of conscience, I cannot live with or support this option

11. What has not been mentioned here, but should be? (100 word limit)

12. Please type your name below so we refrain from sending you needless reminders

Thank you for taking time to provide feedback.

Be sure to click

<DONE>

so you response counts.