EDA 610: Induction Plan Reflection

Kenneth M. Hill

EDA 610: Induction Seminar

May 14, 2023

Professor Adam Bernstein

Clear Administrative Services Credential Program

National University

EDA 610: Induction Plan Reflection

CPSEL Standard 1: 1.1 Develop a shared vision; 1.2 Plan and implement activities around the vision; 1.3 Allocate resources to support the vision

Toward the end of the year, varied reflections on specific categories are inevitable. For example, the recent completion of the SBAC testing is one category or program that can be refined especially when it comes to intervention opportunities for test prep strategies and ways to increase the testing efforts of the students (i.e., intrinsic value). The larger school vision is indicative in the smaller categories that make up the whole; however, the overall school vision is something of a personal concern since the present culture/climate is struggling due to leadership that is often more punitive than relational. As the AP, I have limitations to really make affectual change, but an adoption of a determined effort to build programs, PD's, and personal relationships is inherently foundational to undoing the daily damage of leadership that is not welcoming or trusting.

CPSEL Standard 2: 2.1 Develop school culture and ensure equity; 2.2 Guide the instructional program; 2.3 Guide professional growth of staff; 2.4 Create and utilize accountability systems

Related to the above standard that affects a school vision, the standard to develop school culture is paramount to counteract negative influences. Valuing personnel in PD, programming, communication, disciplinary support, and timely data-driven instruction are categories to focus on building an authentic culture that leverages the cultural currency of competent personnel.

CPSEL Standard 3: 3.1 Ensure a safe school environment; 3.2 Create an infrastructure to support an effective learning environment; 3.3 Manage the school learning-support system; 3.4 Monitor and evaluate the program and staff

Interestingly enough, the first three standards are connected in that the school environment needs to be the first-level approach when building or rebuilding a school's culture. One category in

this standard will be to focus on opportunities to use informal observations to develop growth while

providing support, feedback, and continued professional learning. The inevitable evaluative process

can be shaped into something much less intimidating if informal observations are part of the culture

while tapping into the power of critical critique.

CPSEL Standard 4: 4.1 Collaborate to incorporate the perspective of families and community members; 4.2 Establish and manage linkage between the site and the larger community context 4.3 Engage and coordinate support from agencies outside the school

The School of Business and Tourism has recently been selected as a Community of Schools

partner requiring the hiring of a Community of Schools Coordinator and Representative. This new

focus that will be pertinent to the shaping of the mission and vision of the school will be reliant on

the Community Coordinator to work closely with the administration and the Parent Center to build

Community Stakeholder involvement.

CPSEL Standard 5: 5.1 Maintain ethical standards of professionalism; 5.2 Guide sound courses of action using pertinent, state-of-the-art methods; 5.3 Model reflective practice and continuous growth

Working closely with the SAA allows direct access to budget and time-reporting. Vetting and

using data-driven strategies to spend money intelligently and purposefully requires diligence and

foresight. Also, making sure faculty and staff are paid in a timely manner and extra opportunities are

communicated with expedient compensation is a personal desire to focus on and refine operational

protocol/s.

CPSEL Standard 6: 6.1 Engage with policy environment to support school success; 6.2 Interact with stakeholders. View oneself as a leader of a team and also as a member of a larger team; 6.3 Incorporate input from the public

Collaboration is the stuff of learning and with an adopted personal communication approach, it will be necessary to be diligent and quite cognizant that the administration sets the tone, requiring a disciplined, above-standard reputation that leads the school to excellence in the smallest of ways. One simple way to be a good example is to make sure that administration is consistent in signing in and out each day, making sure that the admin does not think of themselves not applicable to even the pedantic rules asked of all personnel to provide clear communication.