**What we know about Principal Leadership**

“Culture, like trust, must start on day one, takes years to build, and only a few seconds to lose.”

Systems can often remain untouched through the constant change of leadership.”

“Without a positive school culture, and systems to support that culture, historically inequitable gaps will persist.”

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Lead by creating **CULTURE**

Lead by building **SYSTEMS**

Lead by leading **LEARNING**

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| **Reflecting on your own leadership...respond to the following prompts:** |
| **How did you lead?** |  |
| **Where did you start?** |  |
| **What worked?** **What didn’t work?** |  |
| **What specific actions, successes, and challenges in each of the domains did you experience?** |  |

**Strategies for Reducing Principal Turnover**

1. Providing high-quality professional learning opportunities
2. Improving working conditions
3. Ensuring adequate and stable compensation
4. Supporting decision-making authority in school leadership
5. Reforming accountability systems

**AWSP Theory of Action**

If we align and improve the **consistency** of statewide systems that prepare and

support principals, then we can **accelerate** and improve the **effectiveness**

and **sustainability** of principals in our state.