Reflection Journal Template

EDLS 695: Principal Internship

Name: Noel Wilson

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Journal Entry #: 7

Issue addressed (e.g. Student Discipline): Hiring

Colorado Principal Standard addressed: **Standard IV: Principals Demonstrate Human Resource Leadership**

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| |  | | --- | | **b. Recruiting, Hiring, Placing, Mentoring, and Recommendations for Dismissal of Staff:** Principals establish and effectively manage processes and systems that ensure a high-quality, high-performing staff, including an overall count and percentage of effective teachers that reflects the school’s improvement priorities.  Principals include in their professional development plan explicit reference to the ways in which they intend to address the counts and percentages of effective teachers in the building. They recruit, retain and support high-quality and effective teachers and staff, and implement a systemic process for comprehensive, effective, and research-based professional development, coaching and mentoring that is differentiated for adults to support student learning. As appropriate, principals create school-wide structures that ensure that teacher candidates and other educator interns provide support for students, and increase embedded professional learning opportunities for experienced educators in the school. They demonstrate the ability to dismiss staff members who are ineffective or otherwise unsatisfactory after plans for professional improvement and support have proven unsuccessful. |   . |

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| Instructions: Please take time to reflect on your learning during the week or collectively over the course. The two-sided reflection template provides you the prompts for this introspection. You can use the return or tab to move between the cells in the document. Save this electronically and submit in accordance with the guidelines provided by your facilitator. | |
| What I Observed/Learned | How This Will Impact My Leadership Practice |
| * What new knowledge did I gain in my observations and interactions?   This past week, I sat on two different hiring committees. One was very easy to sit through, but the other was quite difficult. The reason the second was difficult is because there were two internal candidates who were both very qualified and passionate, but of course, we could only hire one. There are many issues to deal with in this scenario, all of which make the process very difficult. Choosing the qualified person is the first of these, but the things you have to deal with next are even worse.  Handling the aftermath, after choosing one internal applicant over another, is a very treacherous journey. There is a lot of emotion to deal with, personality conflicts and personal feelings.  A strong principal has to navigate this situation in a very special way. | * How will this impact how I make decisions regarding students, staff, and/or parents?   I will have to be very careful how and when I let people know about internal postings. Many teachers make it very public that they wish to change positions or grade levels when hiring season gets close. I hate being secretive, but in order to "keep things in the school status quo", less information might be better in the long run. I will also need to make sure I know the people, on a deep level, who are coming into such a hiring situation. Handled correctly, this situation may work to a school's advantage.   * How will this impact those I lead? What will I need to supervise closely and what can be delegated?   Those I choose for the hiring committee, in this situation, must be of high intellect and very close and trustworthy. I must know they will handle delicate situations in very tactful fashions.   * How will this impact my leadership processes?   Basically, know what I can say to who and the information I should deliver on a "need to know" basis! |
| ***Critical Issues***to remember as I make decisions regarding students, employees, and/or parents and the law:  People and their feelings! | |