

Principal Pilot Strategies

Expand the reach of effective leaders

When building your pipeline, it is not unusual to find a mismatch between readiness and vacancies. Conversely, when your pipeline full of ready candidates, you will need a variety of opportunities to retain talent.

1. Employing a [franchise model](#) that allows principals to supervise multiple schools is a way to extend the reach of effective principals and provide new career opportunities.
2. Pilot the [National SAM Innovation](#) Project to backfill supports for principals' non-instructional needs.
3. Adopt a [scrum team](#) approach to supporting early career leaders. Create cross-functional support teams with leaders from key divisions to support short-term success, drive incremental improvement, and advise on what's next.

Help every employee see themselves as a leader

Empowering employees as leaders is the mark of a great organization. Leverage MNPS' Leadership Framework by identifying leadership practices at all levels of the organization and creating clearly articulated career pathways for all positions.

1. Launch an [interactive career planner](#) aligned to the leadership framework that allows employees to explore MNPS leadership opportunities and the resources that can help them along the way.
2. Re-launch [Teacher Leader Institute](#) with curriculum and experiences aligned to MNPS' leadership framework.