

Winter, 2023

### Principal Training Program Invitation

Have you ever considered training and encouraging a future principal? Wouldn't it have been great to be trained by an experienced and skilled principal before you became a principal? Think of what you could have learned before stepping into a Called principal position. The Principal Training Program (PTP) is about training qualified Martin Luther College (MLC) graduates to be principals by giving them hands-on learning experiences through working with experienced principals.

The Principal Training Program is structured to continue the education graduates received at MLC and train them to be effective principals by providing hands-on guided learning through a three-year experience with a qualified principal. For each of the three years a field guide provided. Following, is a quick synopsis of the program.

- MLC identifies potential male leaders who have strong qualities of administration and leadership.
- A select number of these identified MLC graduates are assigned by the Assignment Committee to approved schools to begin the Principal Training Program under the guidance of the school's principal.
- The first year's focus is on effective teaching. The principal candidate receives a heavy dose of NTI mentoring, WELS Teaching Standards, and effective strategies that work in the classroom. The emphasis is on great teaching and what it looks like. The principal serves as their mentor.
- During the second year the principal candidate continues in the NTI mentoring process and starts a principal mentoring program as he begins his role as assistant principal at the school. During this time, he will meet with the lead principal as they discuss and put into action good administrative characteristics, team ministry, and other administrative decisions.
- By the third year the principal candidate has finished the NTI mentoring process, continues the principal mentoring program, and steps up his role as a vice principal in the school by carrying out more administrative duties. He performs in the role of principal under the supervision and guidance of the lead principal. In the third year, the candidate can begin receiving leadership calls from the field. The candidate may accept the call or may continue at the school where he is being mentored. It's possible he could even take on a greater leadership role at that school, were the host principal to retire or accept a call away.

Should the candidate accept a principal call, during the first year of his principal call, the mentoring process continues biweekly through mentoring contacts. During this year, the new principal can discuss real principal/teaching issues with his mentor of the past three years.

The goal of this program is to help supply a steady supply of trained principals, with a goal of eliminating the assignment of principals directly from MLC. It is the Conference of President's goal to assign 3-5 MLC candidates into the PTP program this coming May. There are MLC men who are graduating this year who have expressed interest in participating in the PTP program. We are encouraging you to prayerfully consider if you and your school can help in this important work.

How can your school request participation in this program?

- Understand that this is a three-year commitment for the congregation. The principal candidate is a called worker and paid by your congregation. You first need to have a vacancy in any one or combination of grades from 3<sup>rd</sup> through 8<sup>th</sup> grade for which you will be calling.
- Once a principal and his congregation desire to participate in the program, they should submit an application form (included with this email) which includes the following:
  - o Statement of understanding of how the program works and a willingness to participate
  - o Acknowledgement that their principal has been, or will be trained in the NTI mentoring program (online or onsite courses are offered throughout the year including the summer)
  - o Acknowledgement that the principal of the school receives the required administrative time as stated by WELSSA Accreditation (10 hours per week for student body 75 or less; 1 additional hour per week for every 7.5 students)
- This application should be sent to both your district president for review and endorsement and to Jim Rademan at the Commission on Lutheran Schools.
- All endorsed applications from the district presidents will be reviewed by the Commission on Lutheran Schools. They will submit their proposal of schools to the COP/Assignment Committee for Call assignment.

***The Conference of Presidents has demonstrated that this program is a priority.***

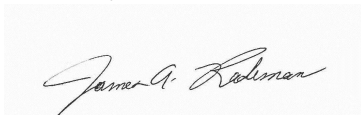
The PTP is in its eighth year. Currently there are ten schools that are training men to be principals, and we've had several graduates of the program now serving as principals. Last year, seven men were assigned to the PTP program.

Not only is this a great way to have a positive impact on a future leader in our schools, but it also gives an opportunity for your congregation to walk together with the synod in supporting leadership training. It is vital work for the benefit of our schools.

For further information on this program, please contact Jim Rademan or Kyle Bender at Immanuel in Greenville. Kyle trained two PTP candidates during his time in Florida.

Lord's blessings in your ministry!

In Christ,



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