About the Newsletter
This is our first attempt at a newsletter so we are interested in your feedback. The purpose of the newsletter is to keep graduates, current students and administrators in participating districts current on what is happening with the Collaborative Principal Preparation Program (CPPP). In addition, we would like to stay in touch with all of the graduates of the program. If you know of a graduate that does not receive the newsletter, please let us know so we can make that adjustment.

Name the Newsletter
We are looking for an original name for this newsletter and are anxious to get your ideas. Suggested names for the newsletter should be submitted to Dr. Mohn at mohn@ucmo.edu. The person, who submits the winning name as determined by the UCM faculty, will win a dinner for two at the Hereford House Restaurant compliments of Dr. Mohn. Hopefully we will have a creative name by the second edition of the letter this winter.

CPPP is Growing in Students and Participating Districts
There has been a great deal of growth in the program from the initial CPPP1 cohort during the 2002 – 04 school years. A brief history of the program follows:

CPPP1 2002 – 04 17 students from six participating school districts:
Blue Springs  Ft. Osage  Grain Valley
Oak Grove  Pleasant Hill  Raytown

CPPP2 2004 – 06 16 students from seven participating school districts:
Lee’s Summit was added to the original districts.

CPPP3 2005 – 07 16 students from six additional school districts:
Belton  Center  Grandview
Harrisonville  Hickman Mills  Raymore Peculiar

CPPP4 2006 – 08 30 students from 14 participating school districts:
Belton  Blue Springs  Center
Ft. Osage  Grain Valley  Grandview
Harrisonville  Hickman Mills  Independence
Lee’s Summit  Oak Grove  Pleasant Hill
Raymore Peculiar  Raytown

CPPP5 2007 – 09 31 students from 14 participating school districts
In addition, this year we began two rural cohorts one in Butler with 12 students and one in Clinton with 12 students.

CPPP6 2008 – 10 34 students from 14 participating school districts

The CPPP has continued to grow, but the quality of the program has not been sacrificed. A good indicator of this is the number of CPPP students that are obtaining administrative positions. This information will be featured in another article in this newsletter.

Brain Teaser
This section of the newsletter is intended to encourage you to push your brain and have fun reviewing. The topic for this newsletter is data analysis. Here are some questions related to data analysis

1. Can you explain the four types of data?
2. Can you give two examples of each type of data?
3. Can you create a question for the intersection of each pair of data?
   This would result in six questions. (Hint - Bernhardt overlapping circles)

Answers to these questions are found in this newsletter. Challenge yourself to do the best you can before turning to the answers.
One of the goals of the Collaborative Principal Preparation Program (CPPP) is to prepare students for administrative positions by providing the knowledge, skills and experiences necessary to feel confident to move into administration. The UCM staff wants to provide the connections, the opportunities and support for students wanting to move into administration.

We are proud to announce that 14 CPPP students obtained administrative positions for the 2008 – 09 school year. Eleven of the students were from the CPPP4 cohort that graduated last summer.

Brett Lyon – Administrative Intern – Britney Hill Middle School – Blue Springs
Brett was a teacher at Oak Grove High School when he entered the cohort. He taught at Sunny Vale Middle School for two years.

Tom Alderman – Assistant Principal Blue Springs High School
Tom was a teacher at Moreland Ridge Middle School, and an Administrative Intern at the middle level.

Jason Gross – Assistant Principal – Prairie View Elementary – Lee’s Summit
Jason was a teacher at Meadow Lane Elementary School.

Ryan Crum – Administrative Intern – Daniel Young Elementary – Blue Springs
Ryan was a physical education teacher at William Bryant.

Kathy Burger – Assistant Principal – North Rock Creek Korte / Randall – Independence
Kathy was a teacher at Highland Park Elementary in Lee’s Summit.

Melissa Kelly – Assistant Principal – Nowlin M.S. – Independence
Melissa taught Physical Education and Health at Bridger Middle School in Independence.

Leslie Hochsprung – Principal – Benton Elementary – Independence
Leslie taught at Greenwood Elementary in Lee’s Summit.

Anna McGraw – Assistant Principal – Mill Creek Elementary – Belton
Anna taught 4th grade at Longview Farm Elementary in Lee’s Summit.

Brett Lyon, Tom Alderman; from left to right standing: Jason Gross, Ryan Crum, Kathy Burger, Melissa Kelly, Leslie Hochsprung, Anna McGraw, Sarah Monfore, Gwenn Tauveli, Robbie Shepherd

Sarah Monfore – Principal – Hanthorn School – Independence
Sarah taught at the Great Beginnings program and Longview Elementary in Lee’s Summit.

Gwenn Tauveli – Assistant Principal – Bridger M.S. – Independence
Gwenn taught 6th grade math at Sunny Vale Middle School in Blue Springs.

Robbie Shepherd – Principal – Drexel High School – Drexel, MO
Robbie taught physical education and health at Bridger Middle School in Independence.

Students from previous cohorts who have new administrative positions are:

Brian Bormeyer – Principal of Adrian Elementary School – Adrian, MO
Brian, a member of CPPP1, taught at Robinson Elementary in Raytown.

Chad Hertzig – Assistant Principal at Lee’s Summit High School.
Chad, a member of CPPP2, taught math at Lee’s Summit High School.

Melissa Shroul – Assistant Principal at the Primary and Elementary School in Oak Grove
Melissa, a member of CPPP2, was an elementary teacher at the Primary School in Oak Grove.
Featured Graduates

Anna McGraw

Current Position: Assistant Principal of Mill Creek upper Elementary
School District: Belton
Years in Education: 6
Years in Administration: 1
Grade Levels or Subjects: 4th Grade

Favorite book
The Man Who Loved Clowns by June Rae Woods and Oh! The Places You’ll Go! By Dr. Seuss
Janet Evanovich series

Favorite movie
My favorite movies are Grease, Center Stage, and Hairspray (not necessarily for the acting, but for the dancing!!)

Why did you decide to go into school administration?
I really enjoyed the opportunities I had as a teacher to be an instructional leader. The more I learned about administration, the more I knew being an instructional leader was my calling. I quickly realized the awesome opportunity to reach a school community by growing leaders in our teachers. It is a truly challenging, yet rewarding responsibility.

What are some of your greatest rewards to this point?
The most rewarding part of my job is having the opportunity to work with an entire community of learners directly and indirectly through their teachers. The relationships I have formed as an administrator with students, staff, parents, and community members extend well beyond what I experienced in the classroom.

What are some of your biggest challenges?
Building positive culture with parents and teachers when I often deal with school discipline. An imperative part of my job is to grow leaders within our building so I am confident in our school culture and positive interaction between students and teachers. If I am a strong instructional leader who fosters growth in teachers, I will be confident that teachers are following our school mission and vision to create the best school environment.

What professional literature (books or articles) have you read recently that you would recommend to aspiring administrators?
Failure is NOT an Option
Cognitive Coaching
The Global Achievement Gap

What do you enjoy doing in your spare time?
I love being with my family. We spend EVERY weekend together. I also like dancing, crocheting, making jewelry, doing random crafts, and reading.

What advice would you like to share with aspiring administrators?
Listen to your heart. It is often correct. Follow policy and refer to those you admire who have walked in your shoes longer.

Jason Gross

Current Position: Assistant Principal of Prairie View Elementary
School District: Lee’s Summit
Years in Education: 11
Years in Administration: 1
Grade Levels or Subjects: 1st – 6th

Favorite book
Punished by Rewards by Alfie Kohn

Favorite movie
It’s A Wonderful Life & Stand and Deliver

Why did you decide to go into school administration?
I felt like I could make more of a difference in the lives of kids….My thinking changed somewhere after year one of the cohort. I began to see myself as teacher and leader of adults. In short I wanted to move our profession forward!

What are some of your greatest rewards to this point?
Growing as an educator and helping other become reflective in their practice.

What are some of your biggest challenges?
Getting others to question their own practices and paradigms as well as figuring out how to get the research in teacher’s hands without handing them a book.

What professional literature (books or articles) have you read recently that you would recommend to aspiring administrators?
The Fifth Discipline by Peter Senge
Mosaic of Thought by Keene
What Really Matters for Struggling Readers by Richard Allington
Good to Great by Jim Collins
Failure Is Not an Option by Blankstein
Reclaiming Youth At Risk by Biddle, Brokenleg, and Van Bockern

What do you enjoy doing in your spare time?
Reading and playing with my two boys Elijah and Asher

What advice would you like to share with aspiring administrators?
Ask questions. Get into classrooms each day. Be thinking about how to move our profession forward and getting others to do the same.
Six Secrets of Change – Michael Fullan

Michael Fullan’s book on change is a “must read” for building administrators. We are all dealing with the change process whether we want to or not. Dr. Fullan’s six secrets give insight on how to effectively administer change within the organization. A brief overview of the secrets follows:

1. **Love Your Employees** - Secret one incorporates the power of three factors in motivating employees – fair treatment, enabling achievement and camaraderie. When these components are experienced by employees they become highly engaged in the work, service to customers is valued and profits increase.

2. **Connect Peers with Purpose** – Secret two is about how organizations engage peers in purposeful interaction where quality experiences and results are central to work. (This is similar to Social Systems Theory)

3. **Capacity Building Prevails** – Individuals and groups are high in capacity if they possess and continue to develop knowledge and skills, if they attract and use resources wisely and if they are committed to putting in the energy to get important things done collectively and continuously.

4. **Learning Is the Work** – The essence of secret four concerns how organizations address their core goals and tasks with relentless consistency, while at the same time learning continuously about how to improve at what they are doing.

5. **Transparency Rules** – Transparency means openness about results. It also means openness about the practices that are most strongly connected to successful outcomes.

6. **Systems Learn** – Systems basically learn in two ways: 1) they focus on developing many leaders working in concert, instead of relying on key individuals; 2) They are led by people who approach complexity with a combination of humility and faith that effectiveness can be maximized under the circumstances.

Timeline for CPPP7 Students

We will begin recruiting for CPPP7 students in January 2009. Students must be referred to UCM by administrators in the district to be considered for enrollment. Each participating district has a contact person who will make recommendations to UCM. The timeline for the enrollment process for CPPP7 is as follows:

**January 15th**
- Brochures, application forms, letters of commitment and timelines for applying will be delivered to districts

**January 15 – March 31**
- Districts identify candidates for the program
- Candidates complete the application form, write a 1-2 page letter indicating why they are interested in the CPPP
- Application information is submitted to the district contact person.

**March 31st**
- District contact people submit names of candidates to Dr. Mohn at UCM

**April 1 – April 30th**
- Dr. Mohn will schedule a time to go to districts and visit with candidates about the program.

**April 30th**
- Students should have a letter of commitment on file with UCM by this date

**May 20**
- Barb Hicks, the administrative assistant at UCM, will start to enroll admitted students in the fall courses

**August 1**
- Students are to complete the Graduate Record Exam by this date, if they have not already taken the test. If they have taken the test, they must have a copy of their scores.

**August 4 – noon - 5 p.m.**
- Student Services Day @ UCM’s Summit Center – Students can obtain a photo ID, purchase their textbooks, visit with financial aid, tour the building and visit with Barb Hicks and/or Dr. Mohn regarding the CPPP.

**August 19**
- Fall classes begin for CPPP students

Answers to Brain Teaser

1. Four types of data are: 1) demographic 2) student learning 3) perceptual 4) school process

2. Examples of each
   - Demographic – Free & reduced lunch students, ethnicity, attendance
   - Student learning – Common assessments, MAP, SAT/ACT
   - Perceptual – Student surveys, parent surveys, staff surveys
   - School process – current reading program, instructional strategies, academic interventions

3. Intersection of two measures
   - Demographic/student learning – Is there a relationship between attendance and students scores on the MAP?
   - School Process/demographic – Is participation in Advanced Placement (AP) programs representative of all students?
   - Demographic/perceptual – Are all students perceiving the learning environment in the same way?
   - Student learning/perceptual – Are the students who are getting the best grades the happiest with the learning environment?
   - Perceptual/school process – Are there differences in how students perceive the learning environment based on whom they have as a teacher?

Editorial Board

We would like to establish an editorial board for the newsletter made up of graduates, current students or administrators from participating districts of the program. If this is an area of interest for you and you would like to assist in the publication of this newsletter, please contact Dr. Mohn at mohn@ucmo.edu or by calling 816-804-9002. This would be a minimum time commitment of approximately one or two hours a month.

Suggested Professional Reading

**Six Secrets of Change – Michael Fullan**

**Seeking Quality Candidates**

If you know of someone who would be a good fit for the Collaborative Principal Preparation Program (CPPP), visit with them about the program.