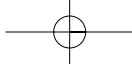

Preface

P *Principal Induction: A Standards-Based Model for Principal Development* was written to focus on the critical importance of the induction process in the recruitment, development, and retention of school administrators. Never in our history has the United States experienced such a shortage of quality principals. A major indicator is that new principals, as well as assistant principals, are experiencing deep frustrations over the transition from classroom positions to the complex roles of school leadership. The structure of the job, combined with the additional stress and time demands, can wreak havoc on both new and experienced administrators, profoundly affecting their personal and family lives as well as creating problems with their health and job satisfaction. Many do not survive. They return to teaching, take early retirement, or leave education entirely. The result is that we are losing quality people and experiencing a shortage of trained and certified school administrators.

Although new teachers experience similar problems during their induction process, there are many existing federal, state, and local resources now available to support them. Unfortunately, for school administrators, these resources are both limited and expensive. Materials are desperately needed to help administrators guide themselves through the induction process. The same materials are needed for districts, states, and education service centers to use as a centerpiece for training programs. *Principal Induction: A Standards-Based Model for Principal Development* creates a framework by which principal induction programs can be developed nationally and implemented for administrator induction, development, and retention.

Principal Induction is both unique and timely in format. It is the first to tie principal induction to the new Educational Leadership Constituent Council (ELCC) standards and is a timely follow-up to my previous book, *Principal Leadership: Applying the Educational Leadership Constituent Council Standards*, also published by Corwin Press. *Principal Leadership* remains the first and only book to tie the ELCC standards to principal preparation. In like manner, *Principal Induction* is the first to correlate the administrative



xiv ● Principal Induction

induction process to these same standards. It is both distinctive and opportune in its approach of tying the new standards to practical yet research-based induction activities for principals and others interested in not only surviving during those critical early administrative years, but also flourishing. Although based on eminent leadership and management theory and research, this informative book is written in an informative, yet practical, readable, interesting, insightful, and inspiring manner. Future administrators may use it as a text for university coursework. Current administrators will use it for individual or group reflective professional development. States, districts, consultants, and education service centers can use it as a framework for planned induction programs, seminars, and conferences. However you choose to put these ideas to work, the important thing is to do just that—read and then put them to work!

