



Principal Professional Development Day

Wednesday, November 4, 2026

- 9:00 am** **Welcome and Introductions - Traci**
- 9:15 am** **FRISK Training: Supporting and Managing Underperforming Staff**
Ella Padilla, Trainer
This training will provide school leaders with a practical framework for addressing employee performance concerns in a clear, consistent, and supportive manner. Participants will learn how to use the FRISK model—Facts, Rules, Impact, Suggestions, and Knowledge—to document concerns, communicate expectations, provide meaningful feedback, and create a clear path for improvement. The focus will be on addressing performance issues early, having difficult conversations with confidence, and maintaining appropriate documentation while supporting staff members in becoming successful and meeting professional expectations.
Frisk book provided to all participants and if you have one, bring it!
- 11:30 am** **Lunch Provided**
- 12:15 pm** **Staff Retention**
This training will focus on practical strategies school leaders can use to retain good staff and build a positive, supportive school culture. Participants will explore how relationships, communication, recognition, trust, leadership practices, and meaningful support influence whether teachers choose to stay. Leaders will consider ways to recognize staff strengths, address concerns before they become reasons to leave, provide support during challenging times, and create a sense of belonging and purpose. The goal is to help leaders balance accountability with encouragement—because effective leadership is not only about addressing underperformance, but also about creating an environment where good people want to stay and grow.
- 1:30 pm** **Break**
- 1:45 pm** **Sharing of Ideas Discussion - What are you doing to recruit/retain staff?**
- 2:15 pm** **Questions, Reflections and Evaluation**

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