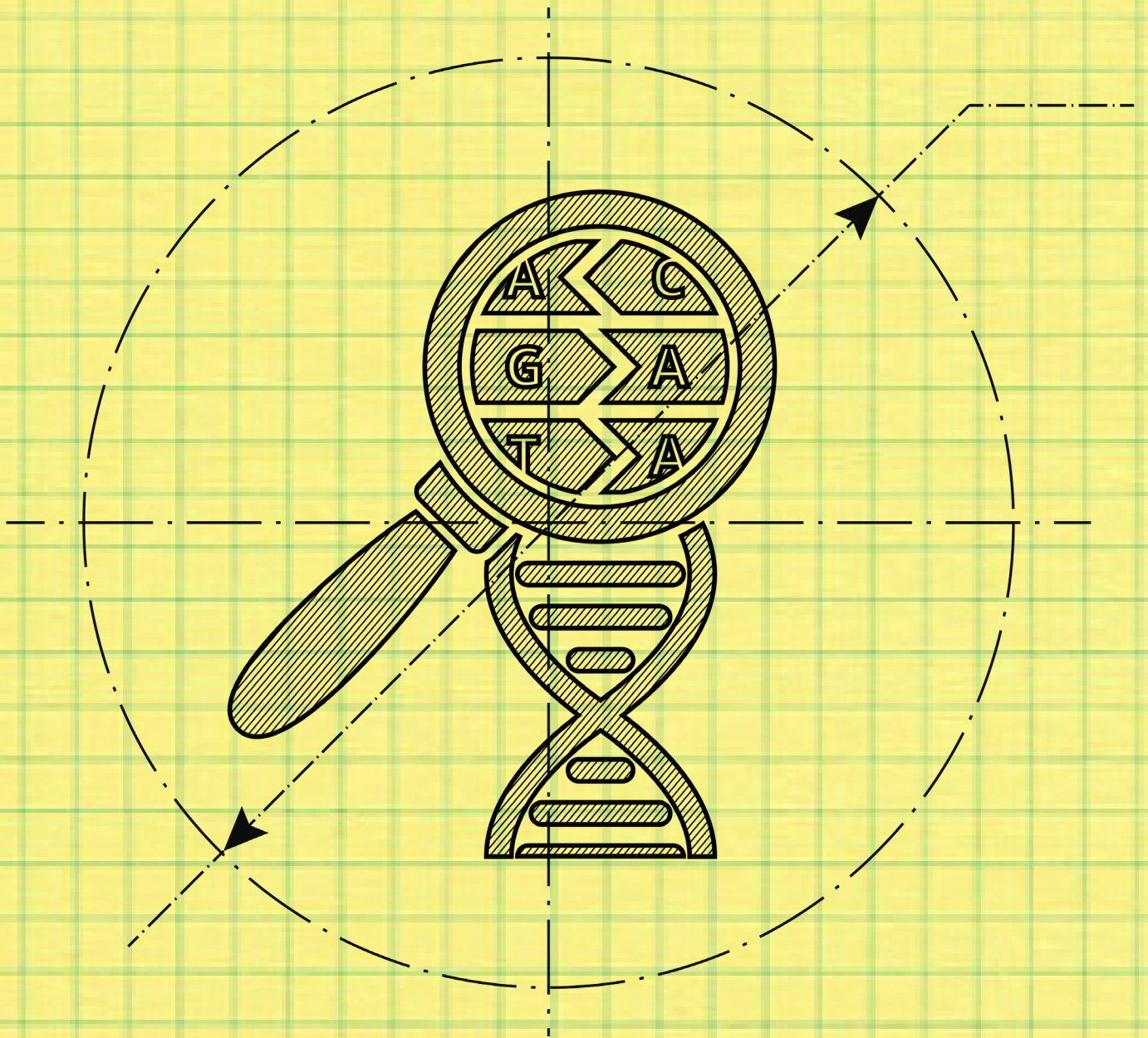


DNA Leadership Lab for Assistant Principals:



**Level Up Leadership:
Using the DNA Blueprint to Support, Strengthen,
and Step Into School Leadership**

DNA Leadership Lab for Assistant Principals

Level Up Leadership: Using the DNA Blueprint to Support, Strengthen, and Step Into School Leadership

Audience: Assistant Principals (All Grade Levels)

Duration: Half-Day (3 hours) or Full-Day (6 hours)

Format: Interactive labs, leadership simulations, peer coaching, and personal growth planning

Session Purpose

Assistant principals serve at the vital intersection of vision and execution—managing daily operations while preparing to lead at the highest level. This **Leadership Lab** equips APs to grow into transformational leaders by using *The DNA Blueprint for Educational Leaders* to align with their principal, influence culture, drive results, and prepare for the next level of leadership.

The DNA Framework

D – Data | N – Needs | A – Action

Learn to lead with evidence, respond with strategic insight, and take action that aligns with school priorities.

Learning Outcomes

Participants will:

- Apply the DNA Framework to lead from the “second chair” with intention and confidence
 - Strengthen alignment with the principal’s vision through collaborative leadership
 - Analyze behavioral insights from the DNA Leadership Assessment to improve team communication and trust
 - Create a personal leadership growth map that prepares them for the principalship while excelling in their current role
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Workshop Agenda

1. Define Your Leadership Blueprint

Focus: Self-awareness | Communication style | Building leadership credibility

- *Tool:* DNA Behavior Assessment + Role Reflection
- *Activity:* “Mirror & Match” – Compare leadership traits with your principal’s style
- *Team Dialogue:* How APs can support the vision without losing their voice
- *Prompt:* What leadership habits earn trust, influence outcomes, and drive progress?

Define Your Leadership Blueprint

Lab: DNA Behavior Assessment + Role Reflection

My Leadership Trait Summary:

- My dominant leadership trait: _____
- My greatest leadership strength: _____
- My most important area for growth: _____


Mirror & Match Activity:

Compare your leadership style with your principal’s.

- Similarities that help us work well together:
 - _____
 - _____
- Differences that create tension or challenge:
 - _____
 - _____

Reflection:

- What leadership behaviors earn trust from your team?
- How do your traits influence communication, delegation, or visibility?

 **Key Insight:** You’re not waiting to lead—you’re already leading from where you are.

2. Lead from the Middle With Data-Driven Confidence

Focus: Instructional support | Leading laterally | Strategic response

- *Mini-Lesson:* Apply the D–N–A Framework to a leadership challenge
- *Scenario Lab:* Instructional dip, discipline spike, or team resistance—What’s your leadership move?
- *Tool:* PD/PLC Alignment Map – Drive teacher learning without overstepping
- *Reflection:* Where do I have the greatest untapped influence?

Lab: PD/PLC Alignment Map

 **School Priority:** _____




- Supporting data (brief summary): _____
- Current barriers/challenges:
 - _____
 - _____

Instructional Influence Plan:

- 1 Action I can lead in PLCs or coaching:
 - _____
- 1 Way I can reinforce school goals without overstepping:
 - _____
- What feedback will I look for? _____


Scenario Simulation:

(Choose one or create your own)

-  Instructional dip in 8th-grade math
-  Rising behavior referrals in 5th grade
-  Team pushback on new literacy protocol

What’s your response plan using D–N–A?

- Data:
- Need:
- Action:

 **Key Insight:** Leading laterally builds influence—and earns credibility with teachers and principals alike.

3. Strengthen School Systems Through Proactive Leadership

Focus: School culture | Operations | Initiative management

- *Visual Tool:* AP Systems Web – Map key responsibilities and pressure points
- *Planning Lab:* Create your 30-60-90 Day Wins Tracker
- *Role Play:* Managing Up – How to bring a concern or initiative to your principal effectively
- *Prompt:* What one system can I streamline or strengthen to support student success?

Lab: AP Systems Web + 30-60-90 Day Wins Tracker

 **My Top 5 Systems:**

1. _____
2. _____
3. _____
4. _____
5. _____

Which system needs the most attention right now? Why?


 **30-60-90 Day Plan:**

Timeframe Target Action Success Measure

30 Days

60 Days

90 Days

 **Key Insight:** Great APs don't just manage problems—they build systems that prevent them.

4. Prepare for the Principalship While Excelling in the Now

Focus: Readiness | Career development | Legacy-building

- *Workshop:* “Build Your AP Legacy” – How do you want your impact to be remembered?
- *Activity:* Leadership Readiness Rubric – Identify where you are and where you’re growing
- *Reflection:* “Three Hats” – Manager, Mentor, and Leader: Which one needs more focus?
- *Closing Commitment:* Set a personal stretch goal for the next 90 days that positions you for future leadership


Lab: Leadership Readiness Rubric + Legacy Planner

Leadership Readiness Rubric (Quick Self-Rating)

Area	Not Yet Developing	Proficient	Strong
Instructional Leadership			
Conflict Resolution			
Staff Supervision			
Vision Alignment			
School Operations			

Build Your AP Legacy

- What do you want your school to remember about your leadership?
 - _____
 - _____
- One "next-level" skill I will work on this semester:
 - _____
- One colleague or mentor I’ll ask for feedback:

 **Key Insight:** The principalship is built one leadership moment at a time.



Tools & Templates

- DNA Behavior Profile + Reflection Guide
 - 30-60-90 Day Action Planner for Assistant Principals
 - AP Systems Map
 - Leadership Communication Tracker
 - Scenario Practice Deck (Instruction, Operations, Climate)
 - Leadership Readiness Self-Assessment
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Final Reflection & Commitment

Final Reflection Prompt:

What mindset, system, or leadership action can you strengthen to better support your school—while preparing for your next opportunity?

“Assistant principals are the engine behind the vision—when they lead with purpose, students succeed.” — Dr. Robert L. Kirton

The DNA Blueprint for Educational Leaders

A Guide for Transformative Professional Development

By Robert L. Kirton, Ed.D. | Foreword by Colonel Lee Ellis, USAF (Ret.)



Lead With Purpose



Inspire Student Growth



Strengthen School Systems



Sustain Real Results

If you're a principal, superintendent, or leadership team member ready to move from compliance to transformation—this book is your blueprint. The DNA Blueprint for Educational Leaders blends behavioral science, educational best practices, and years of leadership coaching into one practical, actionable guide.

This isn't just a book—it's a leadership system. With ready-to-use templates, planning labs, and a proven DNA Framework: D – Data | N – Needs | A – Action, it helps you lead with clarity and turn ideas into lasting improvements in achievement, behavior, and climate.

Tools for Results:

- Align PD with student needs and your school's most urgent priorities
- Boost student engagement, behavior, attendance, and achievement
- Build safe, future-ready, and responsive school environments
- Use ready-to-use templates, planning labs, and leadership tools

BONUS: Includes a Complimentary DNA Behavior Assessment

Take the 10-minute online tool used by top-performing schools and Fortune 500 companies to unlock your leadership style and strengthen team dynamics.

Let's be clear—this isn't theory. This is an interactive playbook.

If you're tired of “sit-and-get” PD, disconnected initiatives, and one-size-fits-all leadership books that don't reflect the real work of running a school—this book provides sustainable results.

“Professional development is powerful when it elevates educators and fuels student success.”

— Robert L. Kirton —