



DEVELOP KNOWLEDGE

Project Based Learning -- High School. Better preparation for student's future. True partnerships w/ schools, higher ed, business. | Sharing ideas for new readings about ed reform. It helps everyone to understand the needs of teachers and admins. | 3-day design studios for blended/personalized learning. Validated idea that teachers enjoy being designers of their own solutions. | Teaching kids to read. | Professional learning emphasis to stay current with new educational trends and practices. | Encouraged PL for admin when there had been a freeze for several years. | Reflection -- book studies, keep growing.

FIND A FOCUS

Coach leaders to think "with the end in mind" ... How do they want to people to feel when the change is over. The job of leaders is to get people to do more, be more, give more. Leaders attend to culture. | Collaborative culture focus. . . Giving teacher & admins back meeting time for professional discussions. One district goal. | Clearly articulate the broader mission over and over. Collectively our team can make change. | Ask staff to write personal mission that is aligned to district vision. | Graduate Profile development. Students benefit from owning their journey to 21st Century College and Career Readiness. | Focused on the theme of their "one thing." People I lead need to have time to contemplate & identify their priorities and work toward their personal goals. | Individual conference with career goal for high school student & then follow up w/ checks, encouragement, etc. | Identification of strengths -- goals aligned to strengths and passion. Need to utilize the talents that surround us.

RECOGNIZE SUCCESS

Celebrate the bright spots and highly publicize them through media. | Celebrate Small Victories / Praise. To keep moving forward & progressing. | Gratitude. It's ok for the human engine. | Recognize efforts to change for the better, regardless of their level of success. Distributing leadership. | Staff recognition 4 times per year at District-wide events. Sense of pride in self. | Promote our success as an innovative progressive school district. Introduce blended learning and focus on instruction. | Praise them for current tries when / if they try. Can they see themselves doing X? Because I know you can. | Cash incentives for self-inflicted development of individual improvement plans.

INCREASE PASSION

Work to increase their passion for what they do to change the world around them. Passion drives motivation for even better success. | Create "centers of innovation" where students can pursue their passions. | Define "why" of our work and motivate the drive by focusing on students. | Work with students to find their niche so they can build on that interest, feeling good about themselves. | Engage them in what getting better means, ownership.

IMPLEMENT STRATEGY

Implementation of a 21st century strategic plan. True strategic plan ... Future focused. Student focused. | Organize senior staff and principals meeting to focus on three major components -- instruction, student support services, management -- and tied all topics to our strategic plans. | Implemented a strategic PD platform that requires targeted PD. | Provide engaging ways to improve evidence of improvement. Using information is important.

DEMONSTRATE LEADERSHIP

Lead by example. Always make decisions in the best interest of our students. | Provide good examples that support their personal goals and objectives. | Empower people to be leaders, stronger team. | Leading through selfless example for the good of students. The person walks the walk. For students! | Give feedback -- both affirming and corrective -- aligned w/ expectations of district. Gallup poll indicates people want feedback. | Display courage in the face of adversity. It models effectiveness.

FIND MENTORS

Asked the board to mentor and meet with a small group of struggling male students who had academic/discipline problems. Others saw success and jumped in. | Sharing Atul Gawande's own story about getting better and coaching. The outside relationship of the isolation in healthcare compared to the isolation in Ed and view of the "coaching" as a deficit approach is similar. | Awareness and knowledge that their personal belief of their individual teaching skill will influence the personal expectations of their students.

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BUILD RELATIONSHIPS

Goal setting conference with "where do you want to be in 3 years?" My commitment to help them get there. Personal relationship to build trust first before asking to work hard and become better. | I've sent my high school principal to China twice. Opened our community to develop relationship with schools in China and host visits by students and teachers. | Build student teacher relationships. Encourage student attendance & engagement in school. | Relationship with Native American Families that opened communication w/our families -- helped us see how to step up our efforts in that community. Need to meet our student needs at a higher level. | Focused on group/team dynamics. Building a school climate/culture. | Make sure their voice is valued.

CLEAR THE PATH

Created support positions to free up principals to focus on leading change/ evolution. | Sponsor student scholarships. Provides opportunities for students who would otherwise not have finances available. | Pathways to leadership. Grow your own talent. | Allow others to become part of the solution. It creates ownership in improving student learning. | Open doors to opportunities for leadership. | Focus on making teaching easier -- "all in learning."

DEMONSTRATE CARING LEADERSHIP

Visit classrooms every week, know the teachers names. Being visible is important. | Personally reached out to the staff in need (illness/death/ etc.). Education is personal. | Listen, support and encourage. | Show them I care about the work they do. It takes all to make a school successful. | Build trust.

DEVELOP STRUCTURES AND PROGRAMS

Initiated w/ PD partnership with DE to build capacity for a digital transformation. It's important because it will be a great equalizer for student learning. | Systematic implementation of PLC framework including individual goal setting. It is kid-focused, proven results, has become part of the culture. | College jump start < college degree. | Established a lead teacher for STEM initiatives in the district, K-12. Wanted to give this person leadership experience. | Microcertification for digital literacy to support personal learning network & impacts culture towards one of continuous improvement. | Created "innovation grants" in my teacher contract. It inspired creativity & innovation which is desperately needed in ed right now. | Explain that the continuous employment is dependent on improvement.

EMBRACE CHANGE

Embrace change -- MCL. The world is changing: we must change. | Challenge to change the status quo in Ed. Status quo must change!

SUPPORT LIFE

Encourage exercise program during workday. Personal health and stamina. | The need for food support is increasing exponentially. It is amazing how the staff resonated with this need.

PUSH BOUNDARIES

Encourage to think beyond obvious and easy to achieve.