

CRITICAL TRUTHS

All Leaders Need to Know to Be Effective



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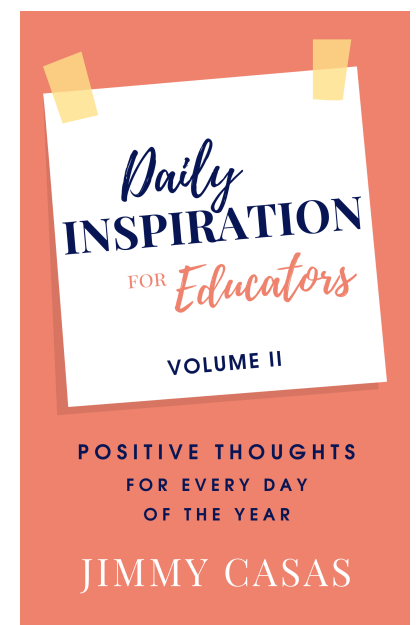
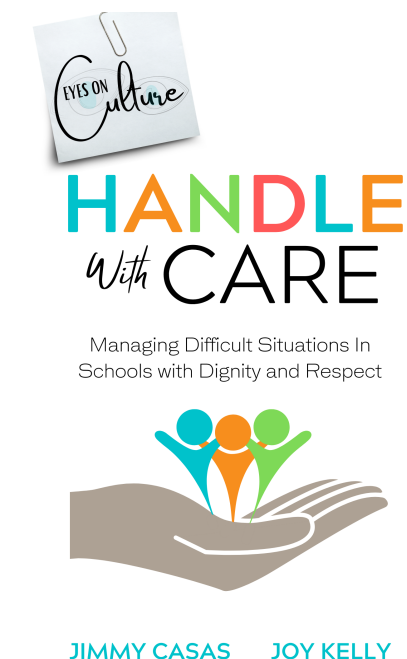
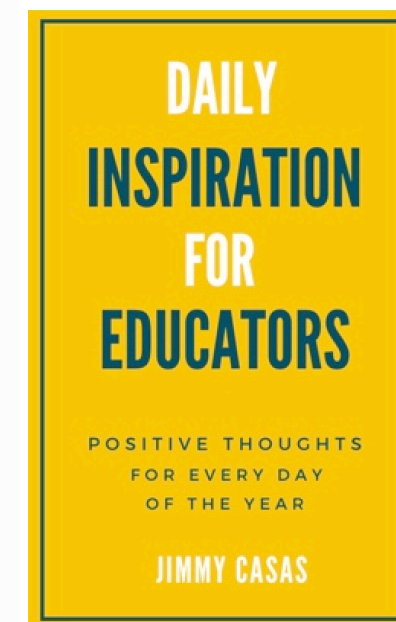
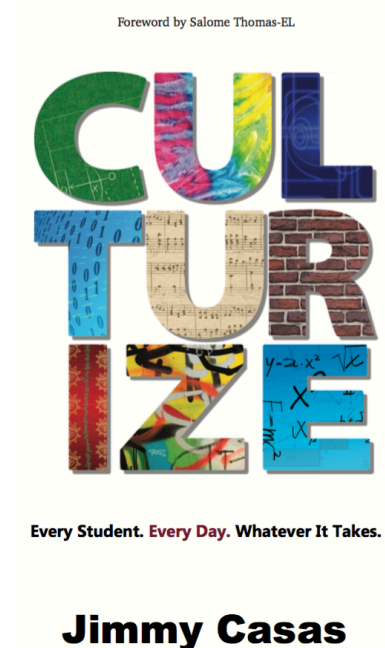
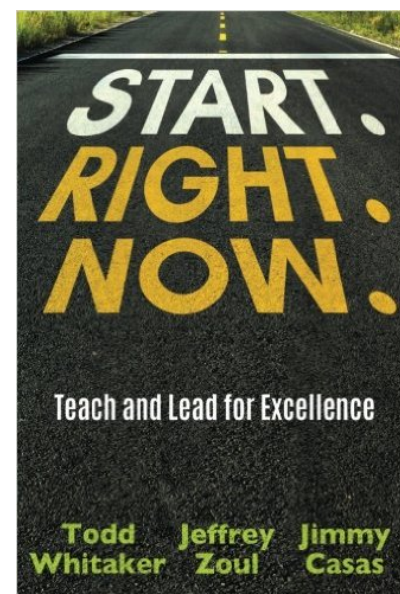
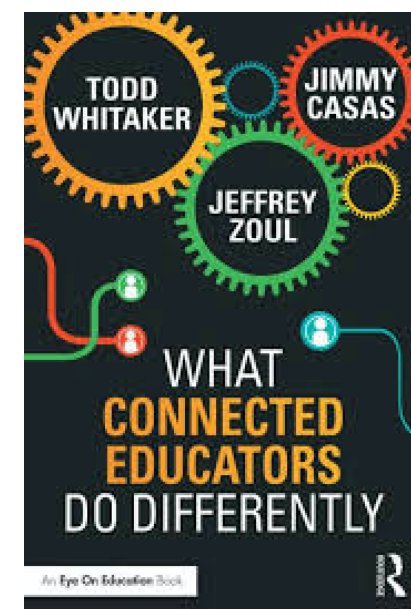
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thank you



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LIVE YOUR CORE VALUES

Why do you do what you do?

What do we hope to become?

How will we behave on a daily basis in order to fulfill our mission and achieve our vision?



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LIVE YOUR CORE VALUES

How will **WE** respond to those who aren't living the core values?



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LIVE YOUR CORE VALUES

How will **YOU** respond when someone reminds you that you aren't living the core values?



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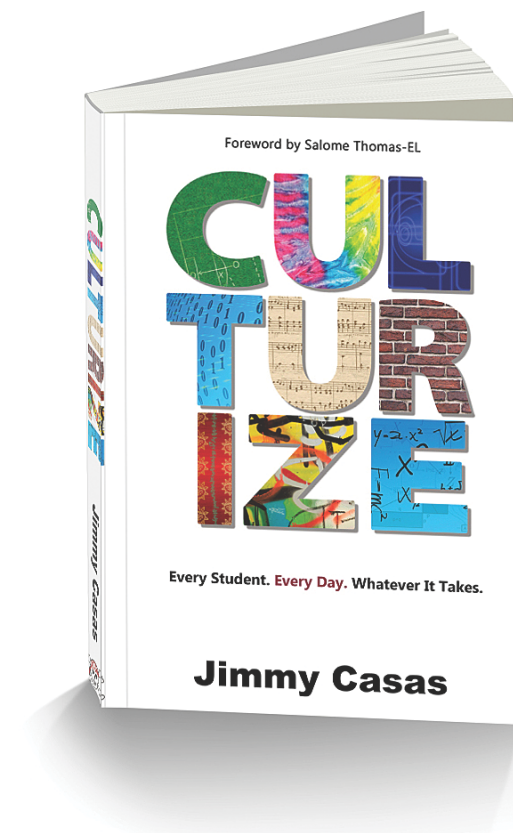
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DON'T JUST TALK ABOUT
EXCELLENCE...

LIVE YOUR EXCELLENCE!



CORE PRINCIPLE 1



CHAMPION FOR STUDENTS



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Just Don't Quit



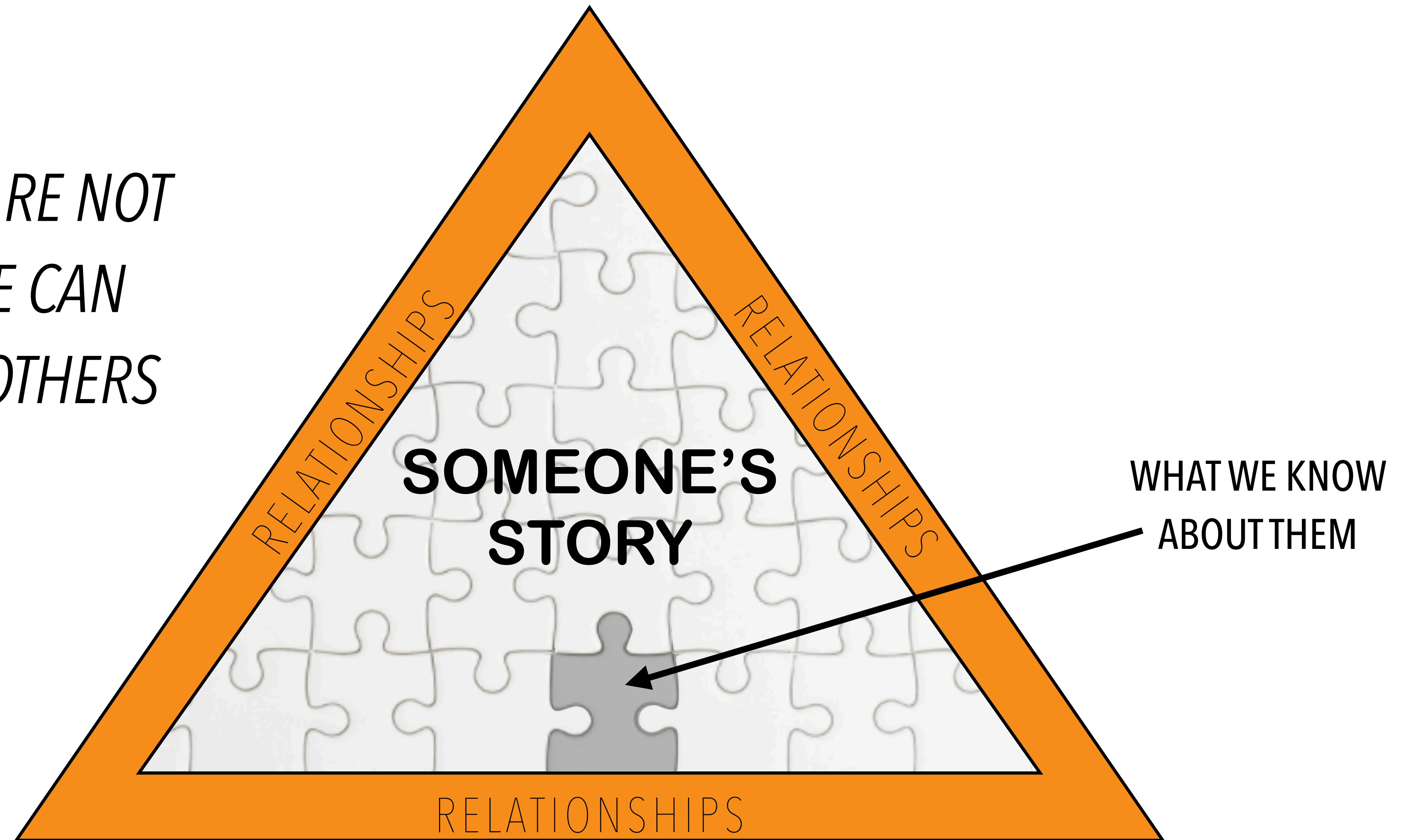
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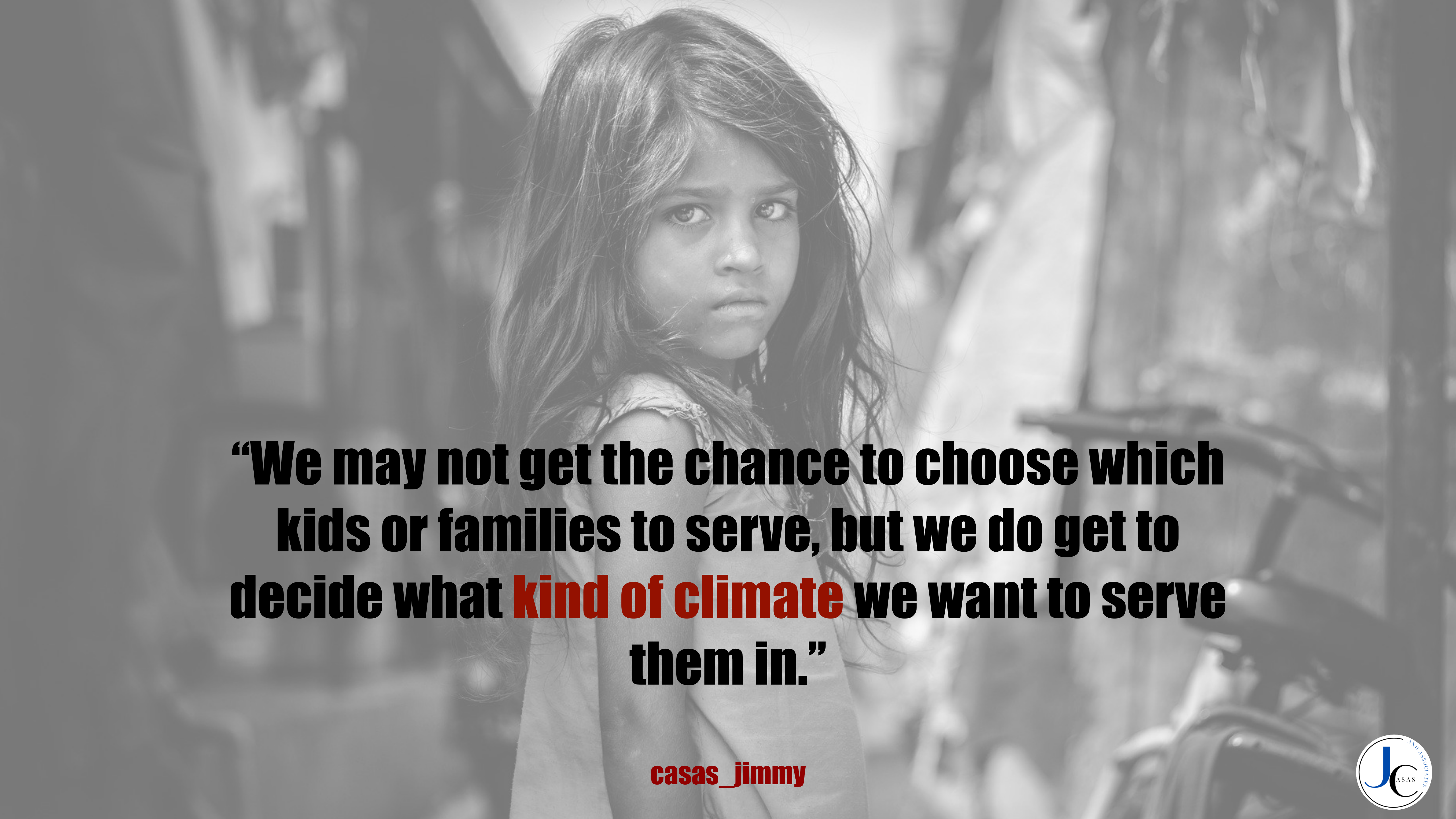
*RELATIONSHIPS ARE NOT
SOMETHING WE CAN
OUTSOURCE TO OTHERS*



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**“We may not get the chance to choose which
kids or families to serve, but we do get to
decide what **kind of climate** we want to serve
them in.”**

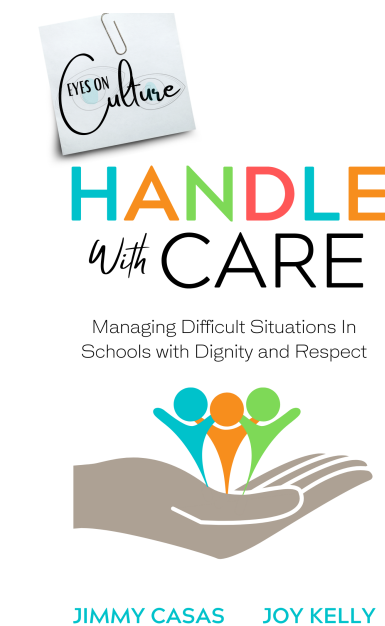
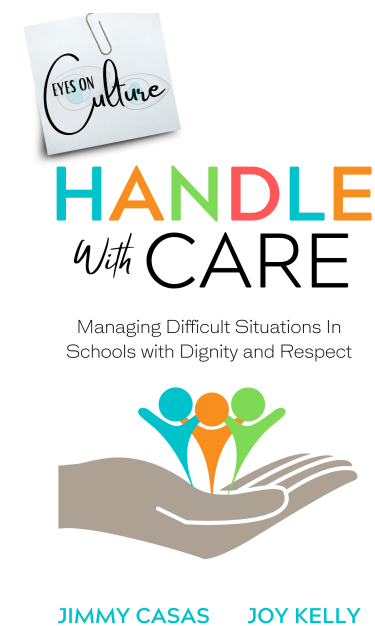
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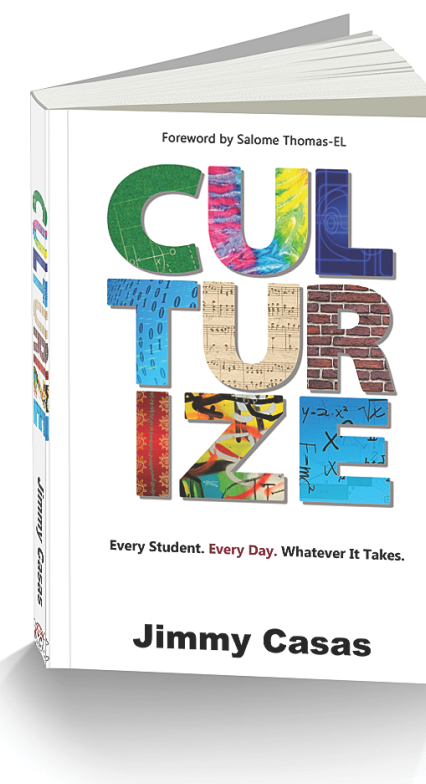


HANDLE WITH CARE

One is left to wonder the level of care some of our students and staff would have received if we had tagged them with a “Handle with Care” sticker.



CORE PRINCIPLE 2



EXPECT EXCELLENCE



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What We Model is What We Get



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Having **high** expectations for all does not equate to having the **same** expectations for all. It's about meeting students and staff where they are at and then inspiring them to go to the next level.



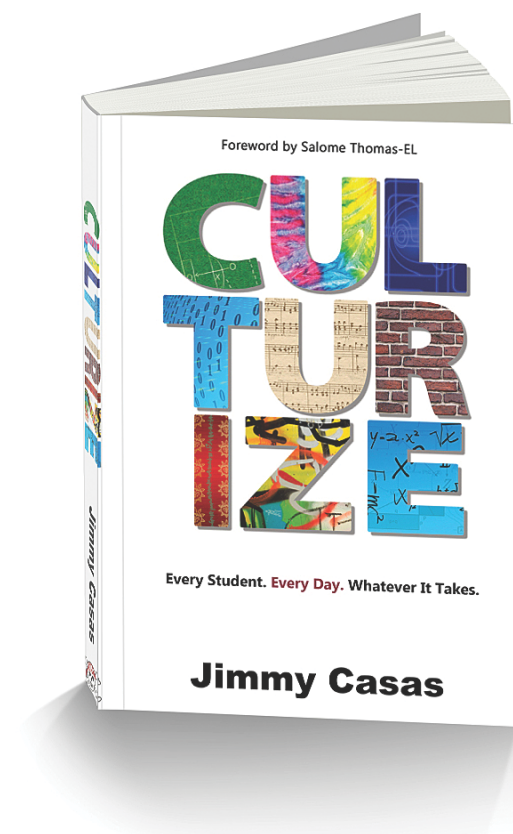
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CORE PRINCIPLE 3



CARRY THE BANNER



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Create an experience so when
others think of **excellence**, they
think of you.



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FAIR

Do you think I treated you fairly?

CARE

Do you think I care about you?



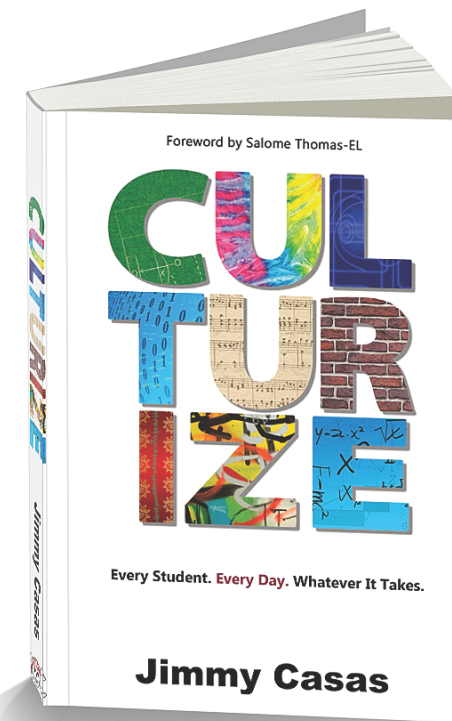
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CORE PRINCIPLE 4



MERCHANT OF HOPE



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Every child **deserves** to be a part of
something **great**.



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If a student doesn't know how
to read...we teach

If a student doesn't know how
to swim...we teach.

If a student doesn't know how
to multiply...we teach.

If a student doesn't know how
to behave...we punish?

~ Tom Herner





Unleashing
true
potential
begins by
removing the
labels that
hold
children
hostage.



That teacher should have retired 5
years ago.

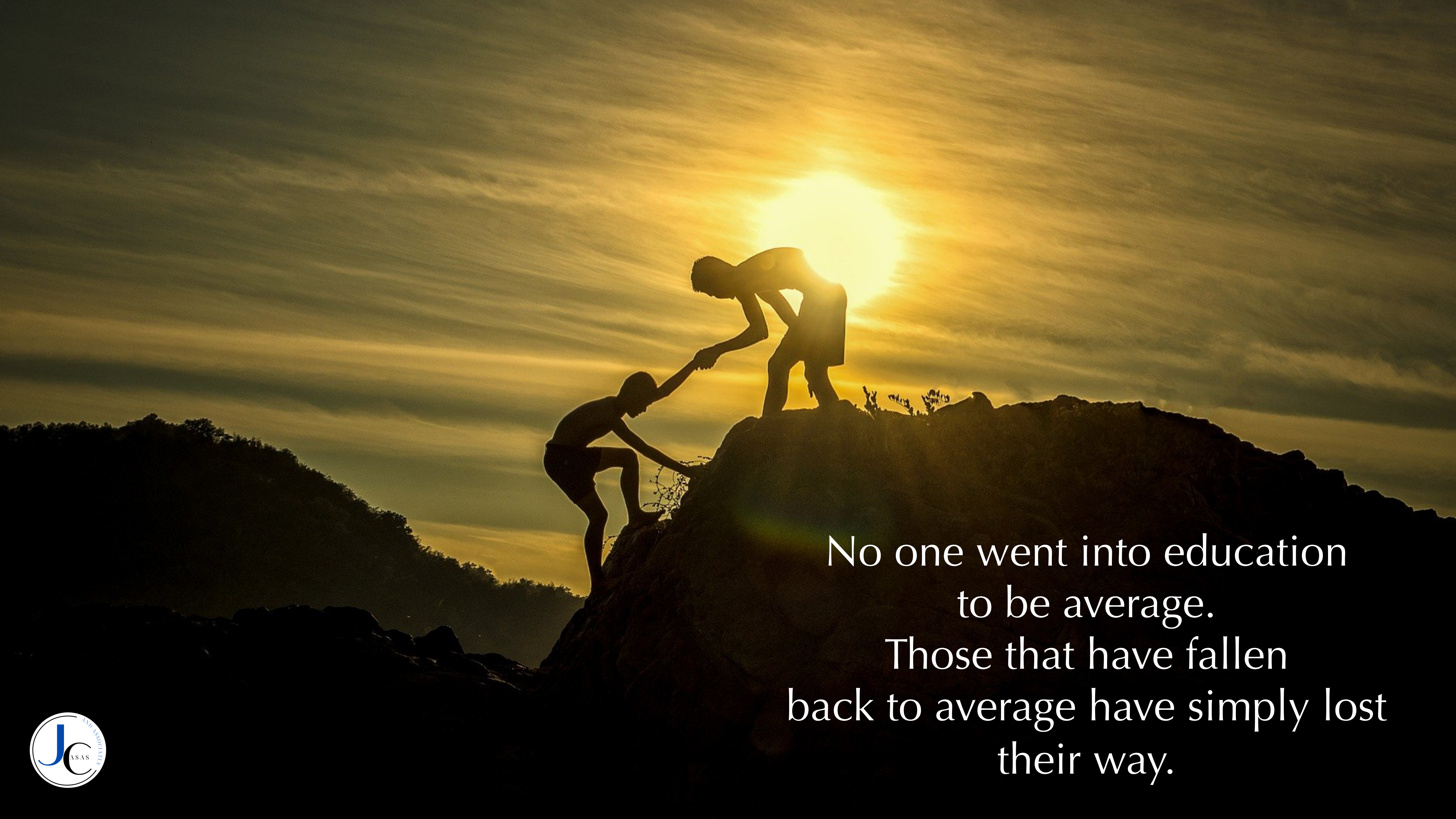


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No one went into education
to be average.
Those that have fallen
back to average have simply lost
their way.



What is the biggest issue that we are currently facing in our schools that is causing us to not get the **results we aspire for** when it comes to cultivating a positive school culture?



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INEFFECTIVE LEADERSHIP



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Leadership is not about how you respond when you know what to do, rather how you respond when you don't know what to do.



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PROCESS FRAMEWORK SYSTEM



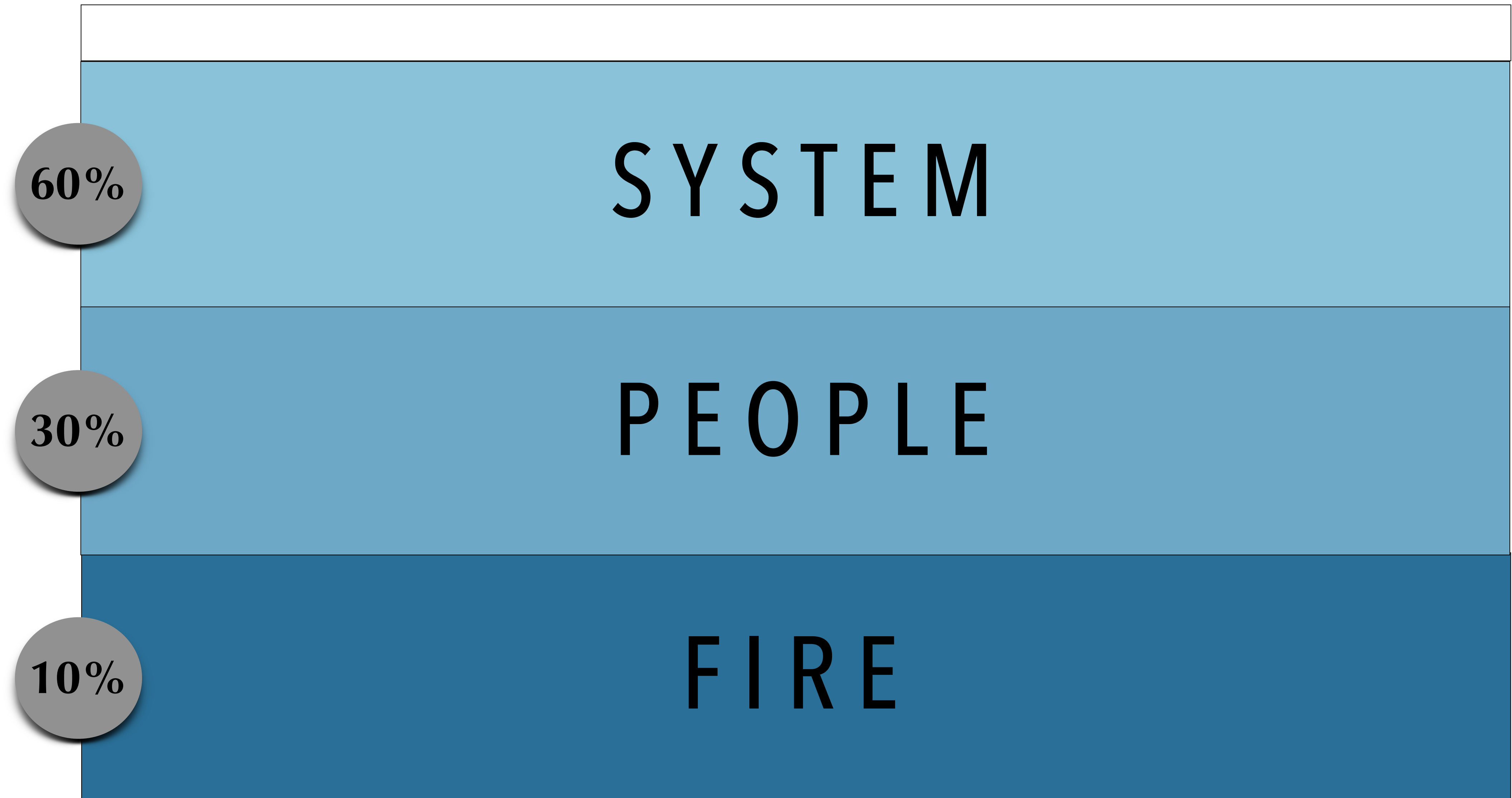
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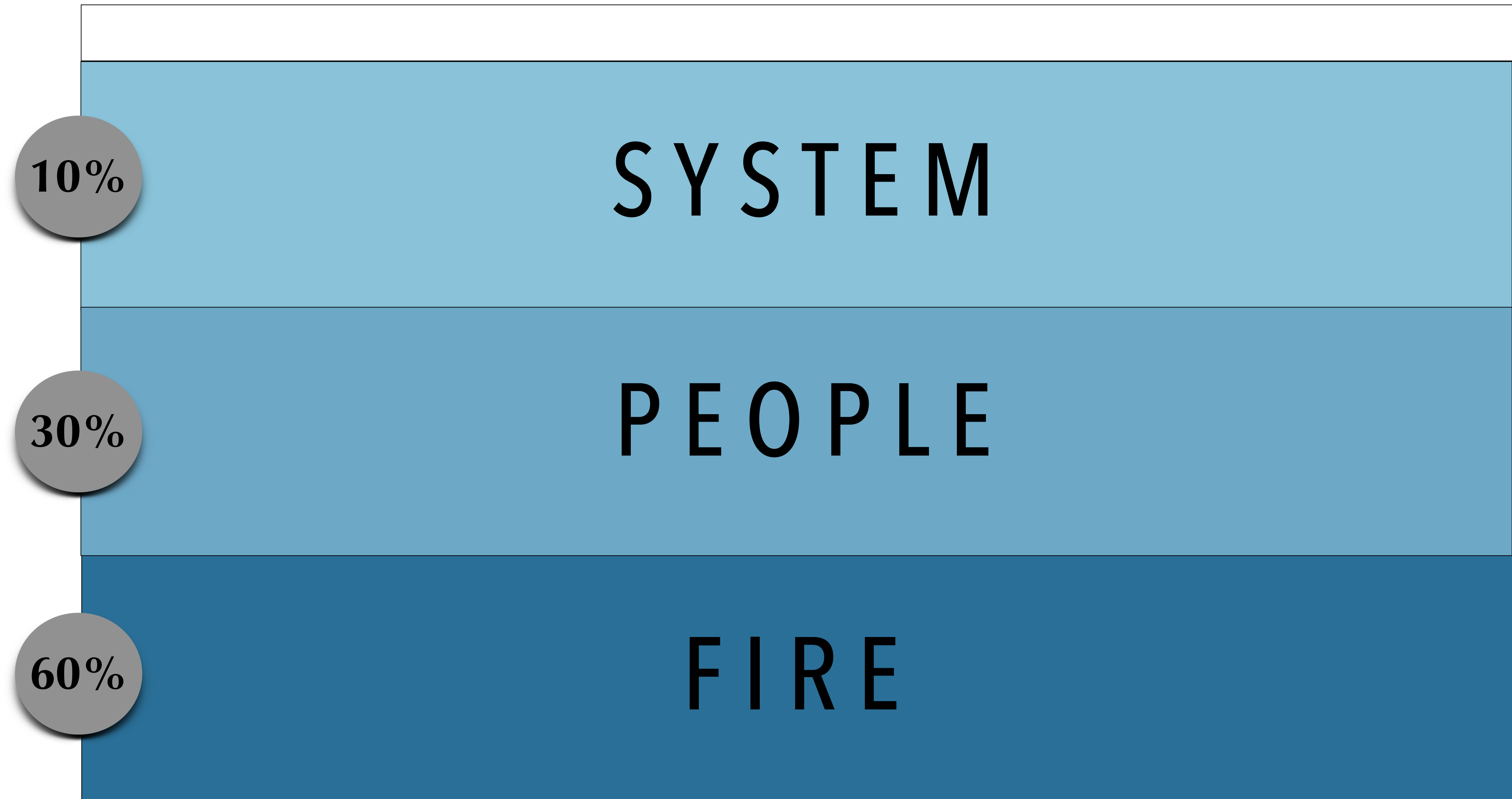
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EFFECTIVE LEADERSHIP



DYSFUNCTIONAL LEADERSHIP



CULTURE


UNDERCURRENT



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Meetings



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Connections

Purpose

Process

Deliverables

Summarize



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Anonymous Surveys



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UNDERCURRENTS

DELEGATION

AVOIDING DIFFICULT CONVOS

DON'T BE THE LID

DON'T HAVE ENOUGH TIME

ROCK STARS

FACULTY MEETINGS

COMMITTEES

NON-RENEWAL OF STAFF

LEADERSHIP TEAMS

IMPLEMENTING CHANGE

STUDENT DISCIPLINE

HIRING PRACTICES



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UNDERCURRENTS

Identify one area in retrospect where you may have **caused an undercurrent** which resulted in you hurting your culture. (ie: trust, hurt feelings, perception of you, etc.)

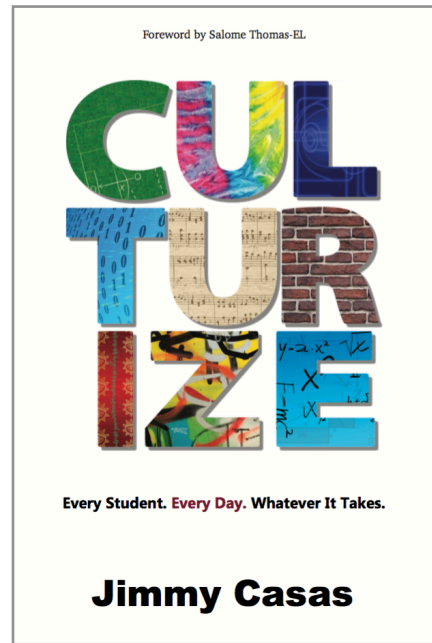


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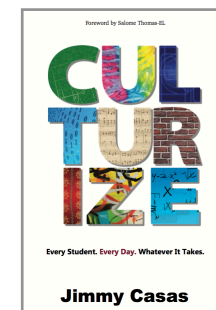
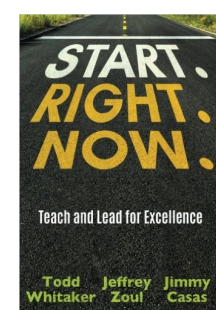
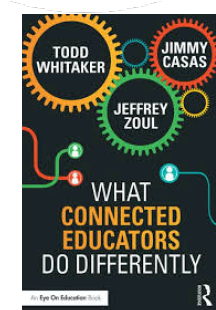
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In the end your legacy will not be about your success, rather it will be about your significance and the impact you made on every student, every day, and whether you were willing to do whatever it took to inspire them to be more and do more than they ever thought possible.



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