

# New Leaders Cohort

October 2019

# AGENDA

- Positive School Leadership
- Working with District Leaders
- Is it Behavior or a Mental Health Issue?
- LUNCH
- Personalized Learning for Students with Special Needs
- Special Ed Finance 101
- Break
- Reconvene with New Directors

# Positive School Leadership... You've Got This!

Amy Ernst & Nan Records  
MASE New Leaders Cohort  
October 2019

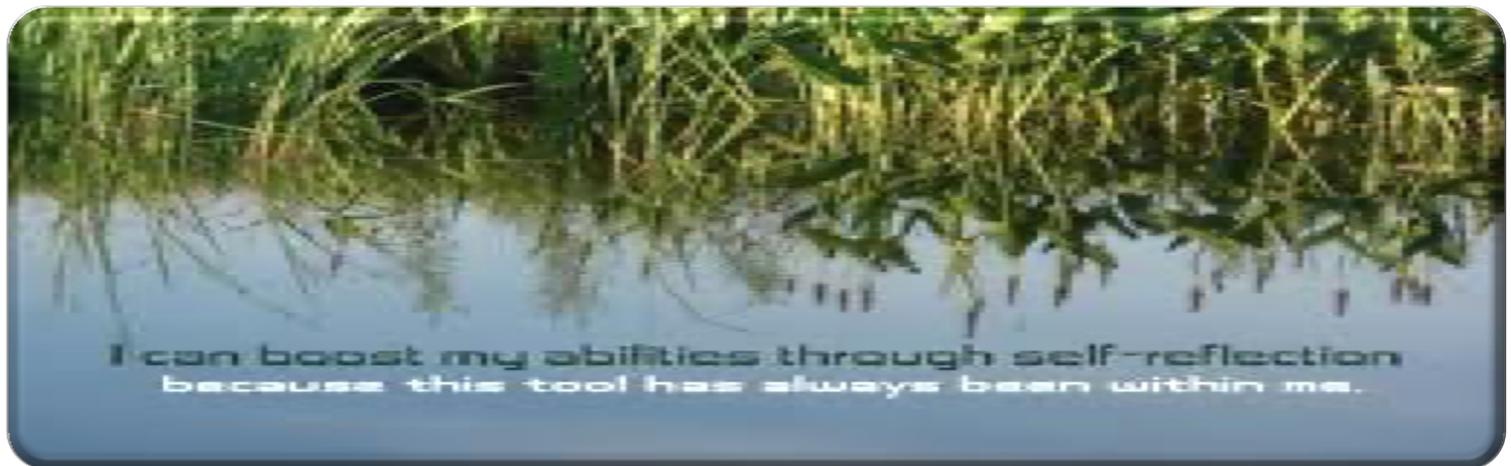
# Ten Tips for Becoming a Positive Leader

~James Kouzes & Barry Posner



Tip # 1...

Be Self-Aware



The positive leaders are highly attuned to what's going on inside them and around them.



*Self-awareness* is *the* most crucial learning skill of all.

# HOW TO BECOME SELF-AWARE

Know your **PREJUDICES**

Know your **MOTIVATION** and **NEEDS**

Know your **RESPONSES**

**FEEDBACK** from **FRIENDS** and **FAMILY**

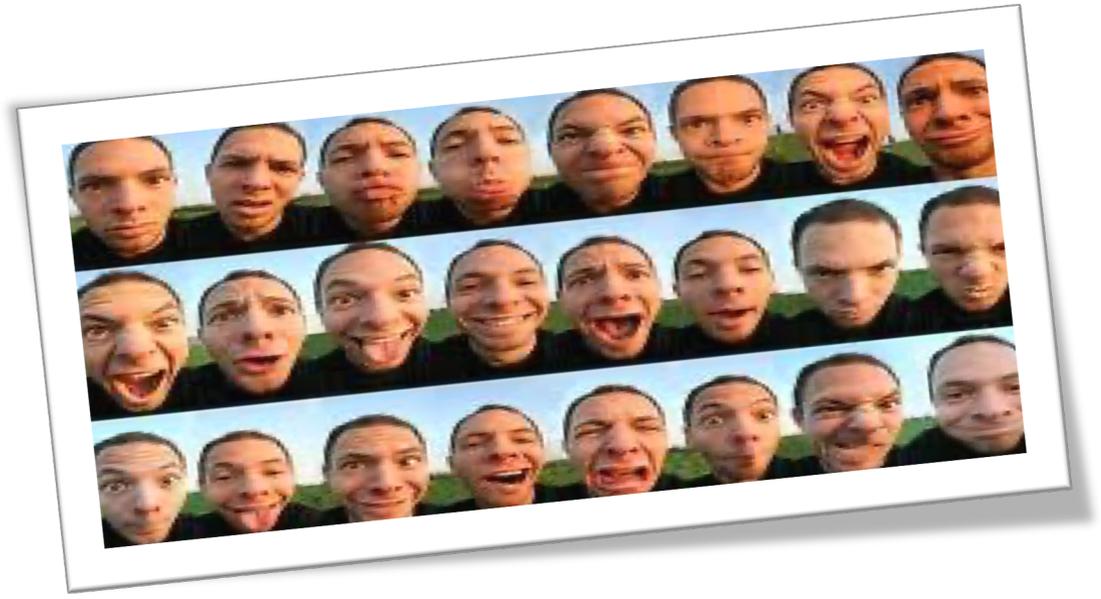
**FEEDBACK** from **PEERS** (active listening and openness)

**FEEDBACK** from **YOURSELF**



# Manage Your Emotions

Tip # 2...

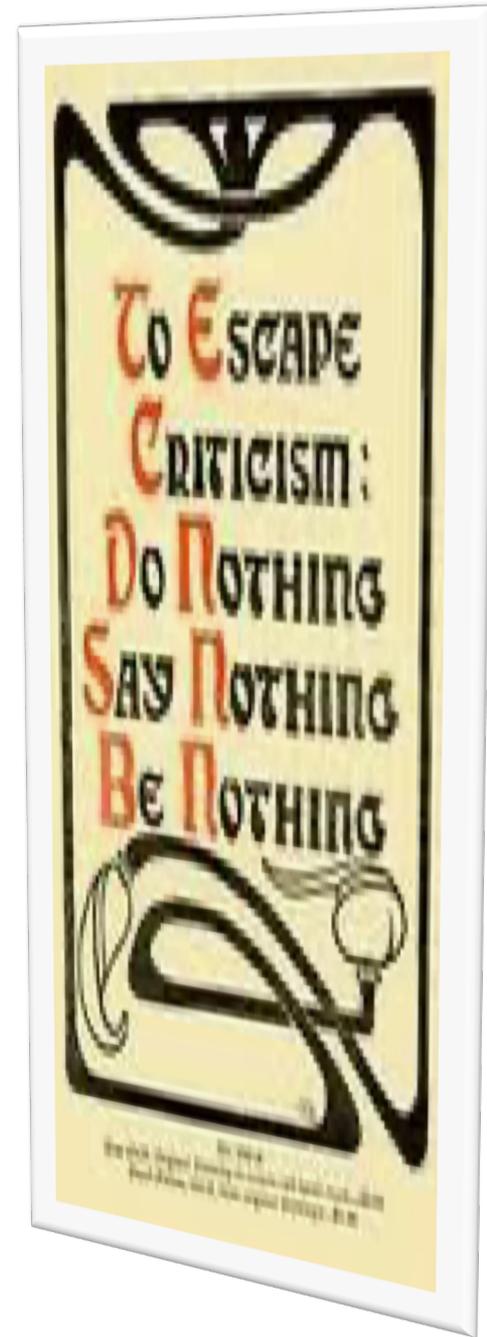


The best leaders are careful not to let their feelings or emotions manage them. They manage their feelings and emotions.

They master the art of ***SELF-CONTROL.***

Tip # 3...

Seek Feedback



Positive leaders ask for feedback not only when they are doing well, but when they aren't doing well. They want the positive and the negative.



Tip # 4...

Take the Initiative

Positive leaders are  
proactive...they take charge of  
their own learning

Tip # 5...

Engage a Coach



Top athletes, top performers  
have coaches. So too do top  
leaders.

Tip # 6...

Set Goals and  
Make a Plan



Leadership development has a purpose. Determine your focus, set your goals and develop a plan to implement your goals.

Tip # 7...

Practice, Practice,  
Practice



People who practice more often are more likely to become experts. Whatever it is... practice is essential to learning.

Tip # 8...

Measure Progress



Measuring progress is crucial to improvement. Make sure when you set your goals, you identify how you are going to measure your progress.

Tip # 9...

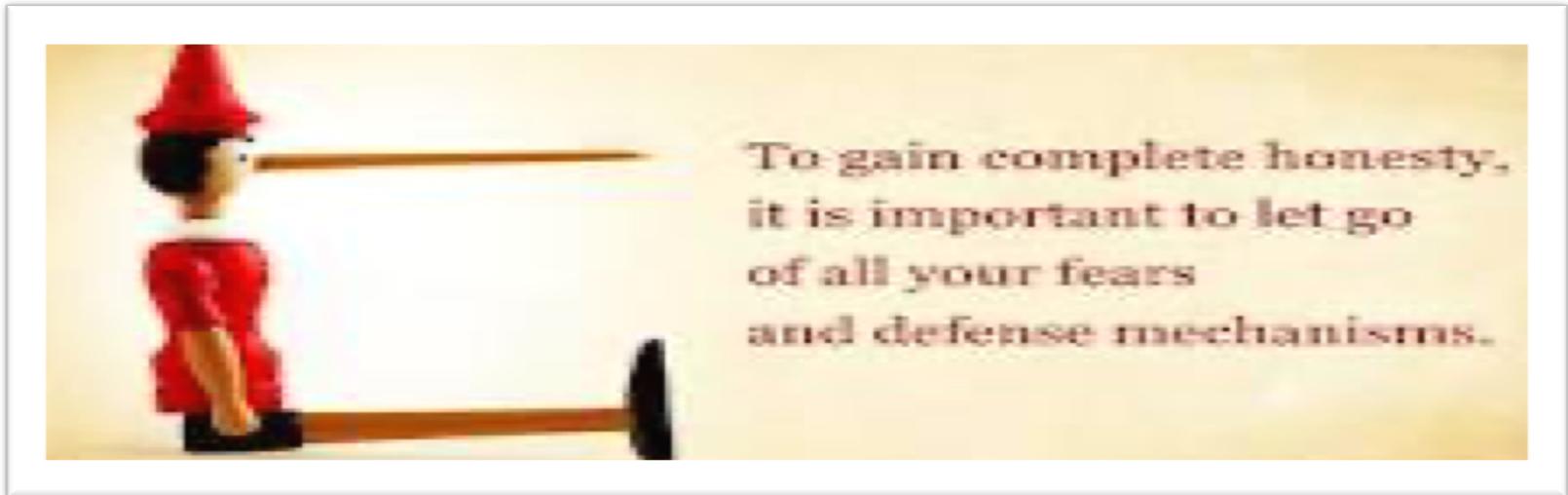
Reward Yourself



If new behavior is not rewarded...it will quickly be forgotten. Connect your performance to rewards!

# Tip #10...

Be Honest with Yourself and  
Humble with Others



Honesty is at the top of the list of what people look for in a leader. Admit your mistakes and be open to new ideas.

# “Classic Mistakes”

Publication by the American Association  
of School Administrators



Talking about how it was done  
in the district you came from...





Assuming you are the only  
expert...



Having the answers before  
you know the questions...



Developing  
person-  
specific  
rules...

Having either an  
open-door or  
a closed-door  
policy

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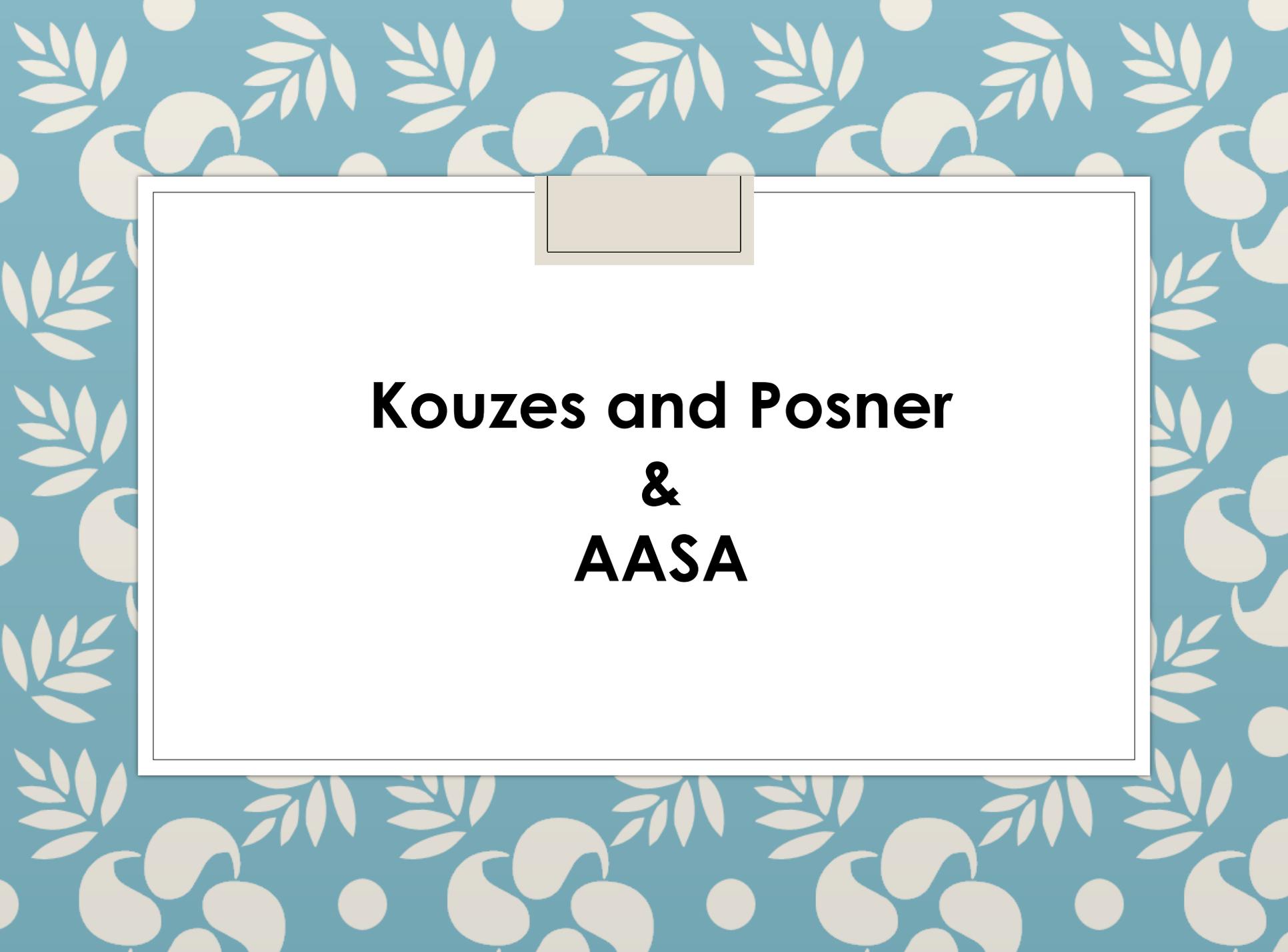
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Buying a new car, taking a vacation as soon as you get the job...



Redecorating your office or rearranging the entire central office as soon as you arrive at your new district...





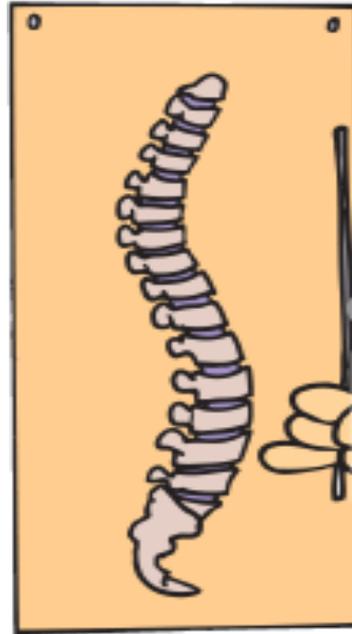
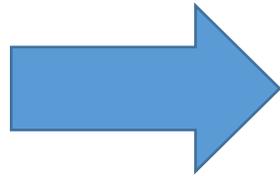
**Kouzes and Posner  
&  
AASA**

NAN'S

Insights

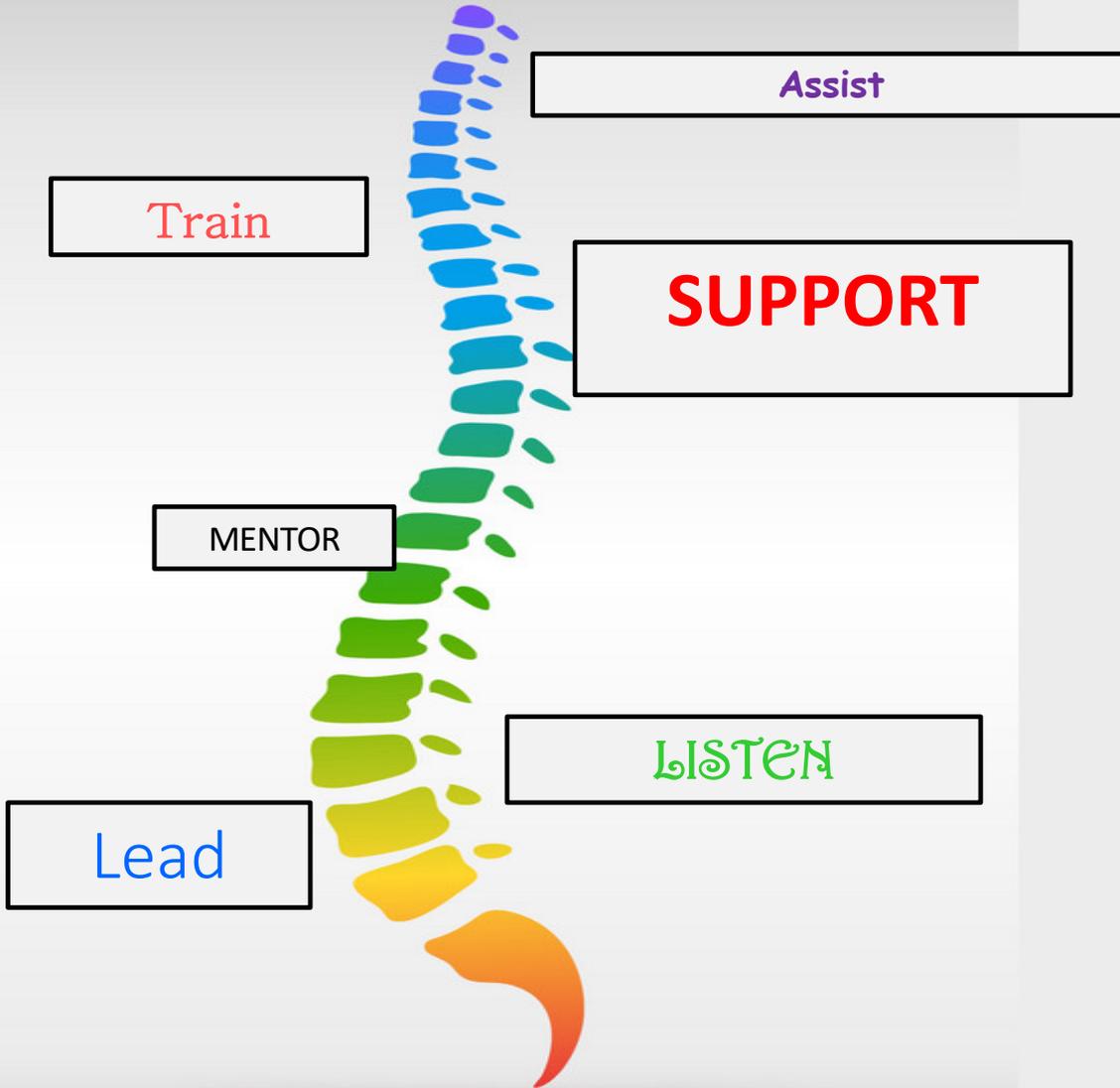
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YOU!



Of Your Organization

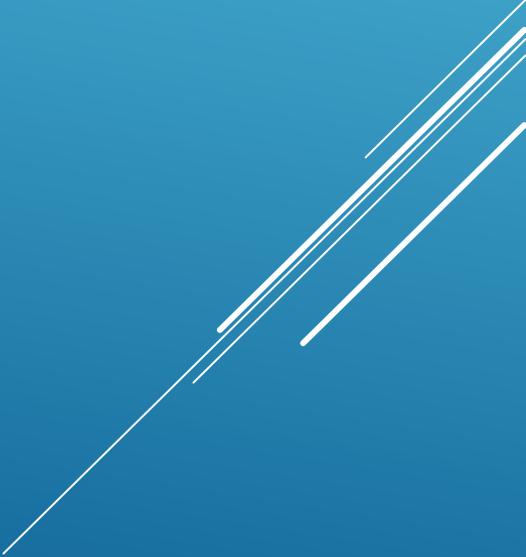




Y  
O  
U  
!

- Vital link
- Implement your organization's strategies
- Keep staff focused on kids
- Key to the success of your organization

**YOU!**





**YOU!**

# Success

is liking yourself,  
liking what you do,  
and liking how  
you do it. ”

– Maya Angelou



Wish it...

Dream it...

Do it...

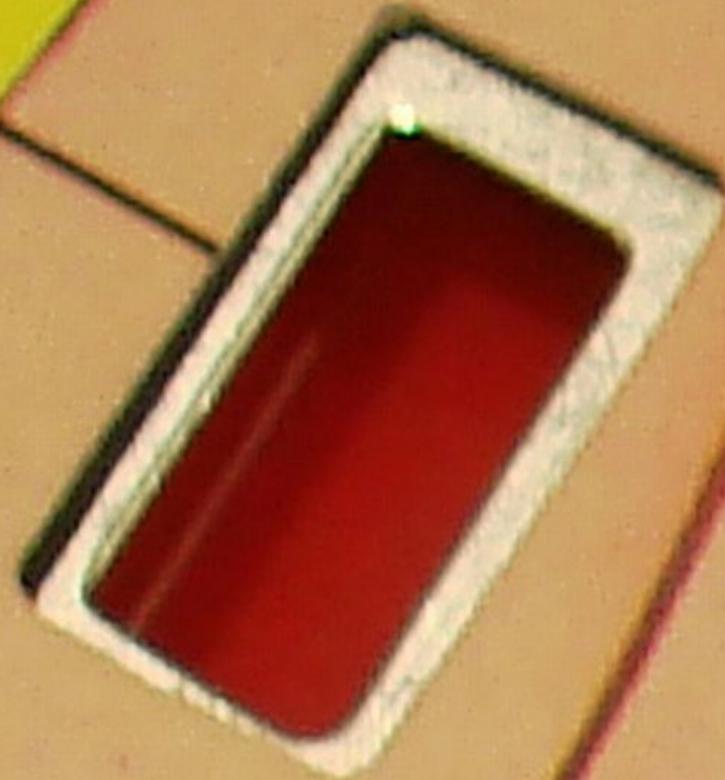
**Turn**  
*I wish*  
**into**  
*I will*



Be the change  
you wish to see  
in the world.



FUNNY  
BONE



#1

We Build  
Relationships



Assist

SUPPORT

Lead

LISTEN

MENTOR

Train

**RELATIONSHIPS**  
**Are the Foundations**



**“The nature of the relationships among the adults who inhabit a school has more to do with the school’s quality and character and with the accomplishments of it’s pupils than any other factor.”**

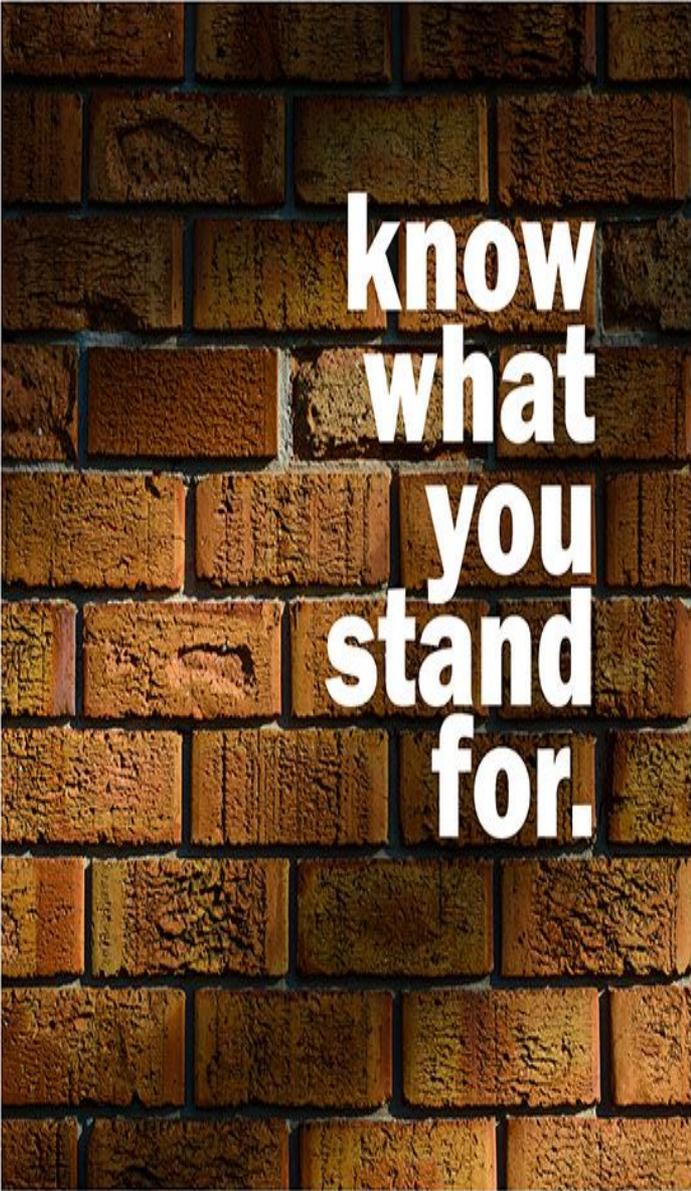
~R. Barth1984

Relationships take  
work. Not during your  
free time, not when  
you feel like it--  
**all the time.**





**Values Matter!**



**know  
what  
you  
stand  
for.**

**And  
stand  
for  
what  
you  
know.**

It's not *hard* to  
make **decisions**   
once you know what  
*Your* **VALUES** *are.*

~ Roy E. Disney

#3

Leave  
Your  
EGO  
At  
The  
Door

# Golden Rule



do unto others as you  
would have them do unto you.



**WHAT IS IT LIKE TO BE  
ON THE OTHER SIDE OF  
YOU?**

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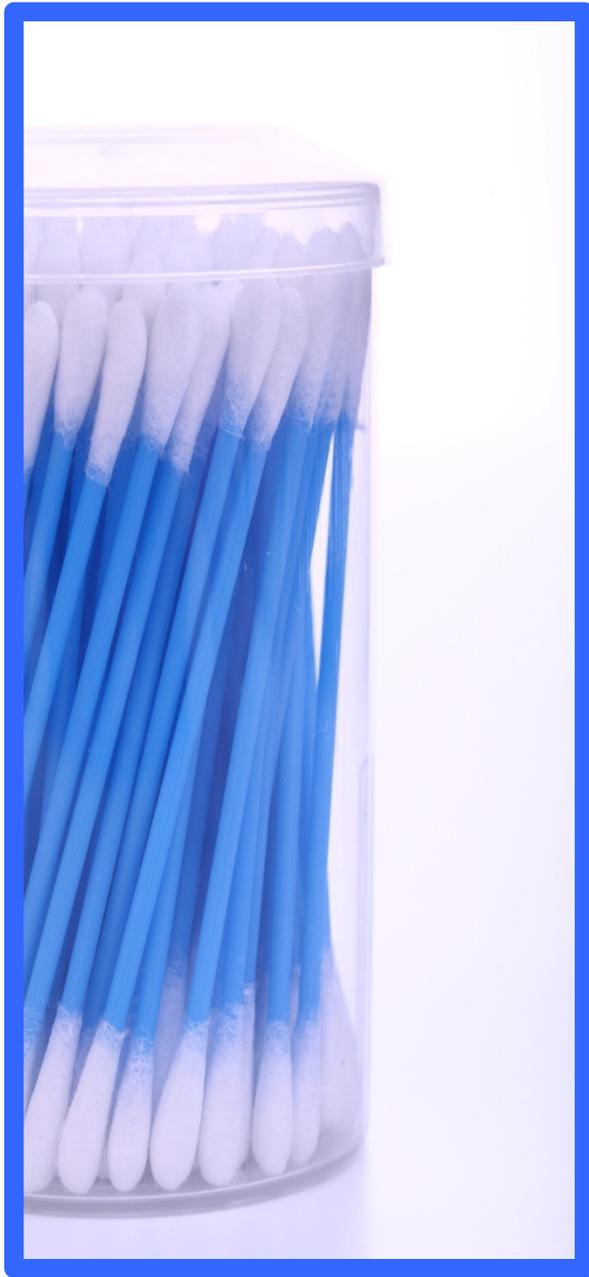
# 5



## Pause Button

There is almost always  
time to pause and think  
before acting

**Stop**  
**Think**  
**Feel**  
**Act**



**Q-Tip**

**Quit Taking  
It Personally**



7



KEEP  
CALM  
AND  
STOP  
ARGUING

ANYBODY CAN BECOME **ANGRY**  
THAT IS EASY  
BUT TO BE ANGRY WITH  
THE **RIGHT** PERSON  
AND TO THE RIGHT DEGREE  
AND AT THE RIGHT TIME  
AND FOR THE RIGHT PURPOSE  
AND IN THE RIGHT WAY  
THAT IS NOT WITHIN  
EVERYBODY'S POWER  
AND IS **NOT EASY**

*Aristotle*

celebquote.com

If something is  
important to  
someone,  
then it is  
important.

8



CONTEXT

MATTERS

9

10

Trust is like a  
eraser,  
it gets smaller and  
smaller,  
after every mistake.

The Zars | April 2012

*Assigning  
blame  
is a  
waste  
of  
time.*

An Iota of Truth

**.... and is not  
productive work!**





Mistakes  
are always  
forgivable,  
if one has the  
**Courage**  
to admit them

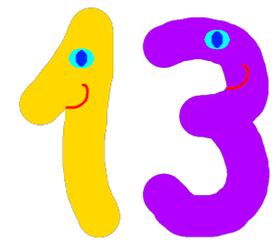
*~ Bruce Lee ~*

**You can't bury  
your mistakes!**

**12**



You can't say  
**THANK YOU**  
enough!



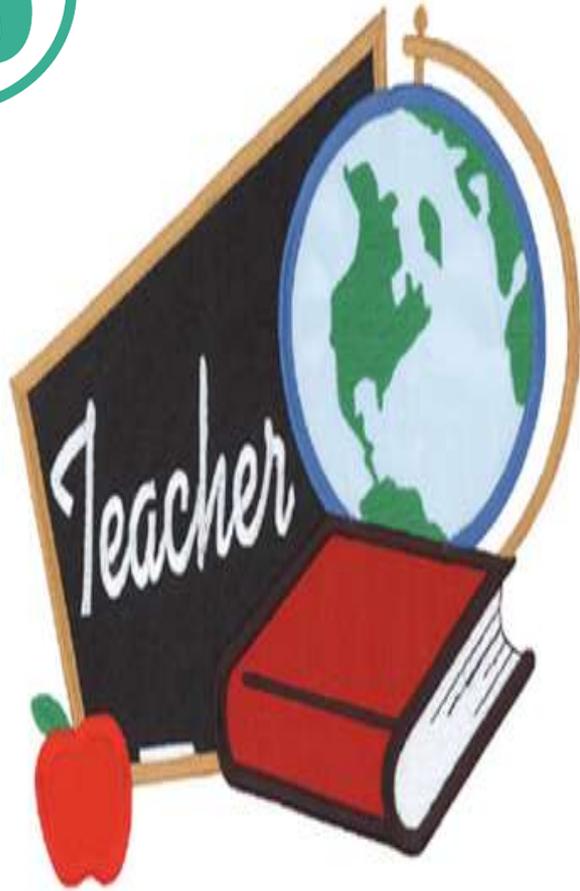
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OUR ACTIONS  
*always speak louder than*  
OUR WORDS

Live in such a way,  
that if someone  
spoke badly of you  
*no-one*  
*would*  
*believe*  
*it.*

[www.SpirituallyThinking.blogspot.com](http://www.SpirituallyThinking.blogspot.com)

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**We are all  
still  
teachers...**

**PERCEPTION  
IS REALITY**

**16**

**We don't see  
things as they  
are, we see  
them as we are.**

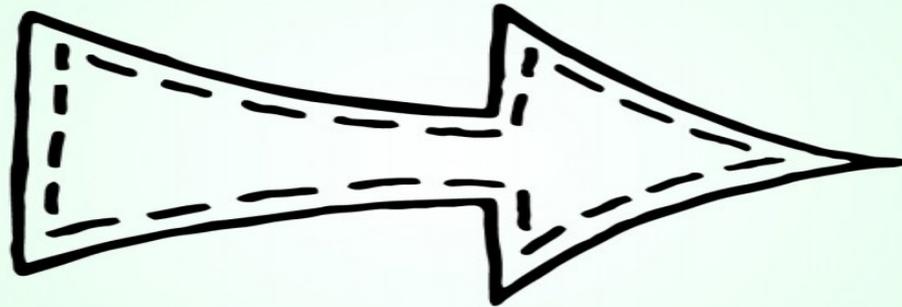
**~ Anaïs Nin**

Pressure



SUPPORT

Stepping Back  
To Move  
Forward!



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...are a complex  
combination

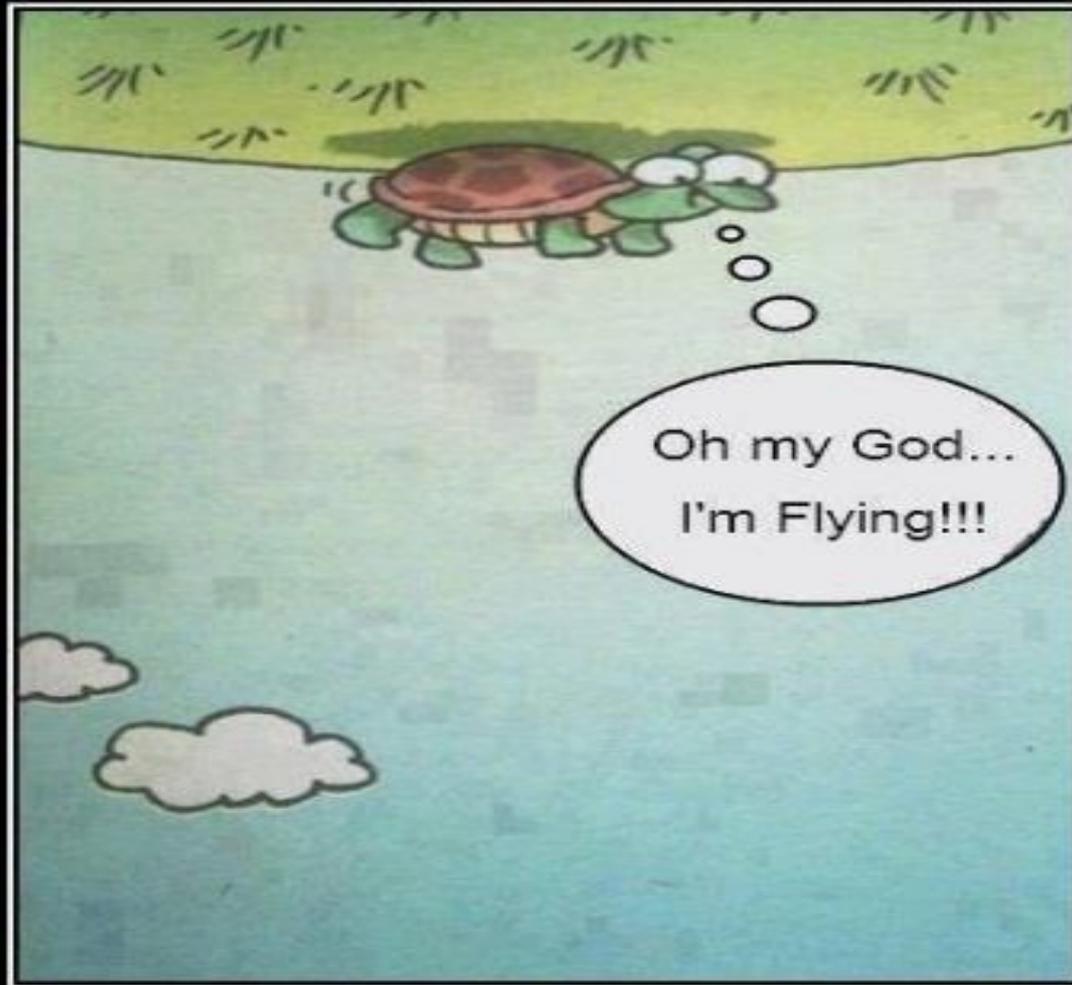
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Tact :

the ability to do or say things without offending or  
upsetting other people

**Is a must have skill set!**

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Optimism is the best  
Way to see life

Optimism is essential to achievement  
and it is also the foundation of  
courage and true progress.

-- Nicholas Murray Butler

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Discover what it  
means to take care  
of yourself

“Growing in leadership ability, just like growing in other areas of life, will continue as long as you commit to improvement and follow up with action.”

~James Kouzes & Barry Posner

