Energizing School Staff

Dr. Kathy Weigel
Dean, College of Education
Lynn University
nighthawk378@mac.com
Leaders take people to new places; places they might not reach on their own.
“Well. I would have exhibited more leadership if someone would have told me.”
"My team is having trouble thinking outside the box. We can’t agree on the size of the box, what materials the box should be constructed from, a reasonable budget for the box, or our first choice of box vendors."
Quadrant D Leadership

Quadrant C: Creative Innovation
Quadrant D: Adaptive Empowerment
Quadrant A: Authoritative Empowerment
Quadrant B: Collaborative Innovation
Quadrant D Leadership

Cultural Shifts

Less On:

- School Operation
- Student Deficiencies
- Student Intelligence
- Negative
- Past
- Teaching

More On:

- School Performance
- Student Potential
- Student Efficacy
- Positive
- Future
- Student Learning
Energy: Vitality for Your Organization

- Protection
- Research
- Emotional Engagement
- Resources
- Risk-taking
Well defined and timely data can energize a staff to reflect and change
Data-driven Instruction (DDI)

Too often means analyzing test scores.

This may tell you who is not learning and what they are not learning but doesn’t help you know how to help them learn.

Now you get a grade as a school/teacher!

This becomes a “Scarlet Letter,” but it still isn’t data that helps you improve.

DDI needs to be ongoing, timely, actionable, directly relate to a teacher and private.
Data-driven Instruction (DDI)

Too often reduced to single measures.

This may be easy to understand but doesn’t reflect complexity of learning over time.

Test scores are all we focus on - they drive educators.

State test scores don’t drive instruction, they drive test rehearsal.

DDI needs to be comprehensive and reflect the values of what is important for students to learn.
Research Strategies

• Chase Your Own Data
• Identify Learning Gaps
• Search Out Best Practices to Replicate
• Encourage Teacher Action Research and Celebrate Success
Protect your staff from wasting time and energy on tasks which have little to do with learning.
Protection Strategies

- Keep Students First
- Defect Meaningless Requests
- Remove Distractions
- Deal with Poor Performance
Emotional Engagement

Too much emotion or too little emotion zaps energy in a school
Emotions and the Brain

Video https://www.youtube.com/watch?v=xNY0AAUtH3g
What is going on inside your head?
What is going on inside your head?
Emotional Engagement Strategies

- Manage Your Emotions
- Listen Though the Noise
- Show Empathy, Not Sympathy
- Be Passionate, Passion is Contagious
Resources make a difference and add energy to a staff.
Resources Strategies

• Staff time is the most valuable resource, use it wisely
• Support innovators, not just distribute resources equally
• Try to have reserve to support new ideas
• Grants (even small ones) create positive energy
Innovation results from risk-taking in a culture of collaboration and trust
Everyone needs support when they take new risks
Opportunities to Collaborate

- Team Responsibilities (e.g., grade level, improvement, data, academy, literacy)
- Structured meeting times
- Comfortable and convenient
- Established norms
- Accountable
- Influence the Conversation
Importance of Trust

• Identify Problems Quicker
• Consider More Solutions
• Remove Distractions and Obstacles
• Reduce Necessary Follow Up
Build Trust

★ Talk straight ★ Confront reality
★ Demonstrate respect ★ Clarify expectations
★ Create transparency ★ Practice accountability
★ Right wrongs ★ Listen first
★ Show loyalty ★ Keep commitments
★ Deliver results ★ Extend trust

★ Steven R. Covey - Speed of Trust
Energy: Vitality for Your Organization

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Energy:
Vitality for Your Organization
Students on Leadership

What makes leading difficult?
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