

# “Essential Skills to Prepare for School Leadership”



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# Session Objectives

Participants will be able to:


- Reflect upon personal and professional values related to being a school leader.
- Name at least 2 essential skills of school leaders.
- Provide examples of how to develop or exhibit these skills.

# Essential Skills of School Leadership Poll

Which of the following values/skills do you feel are the most essential when considering a school leadership position?

- organization
- authenticity
- relationship-builder
- academic preparation
- risk-taker
- innovator/change agent
- life-long learner



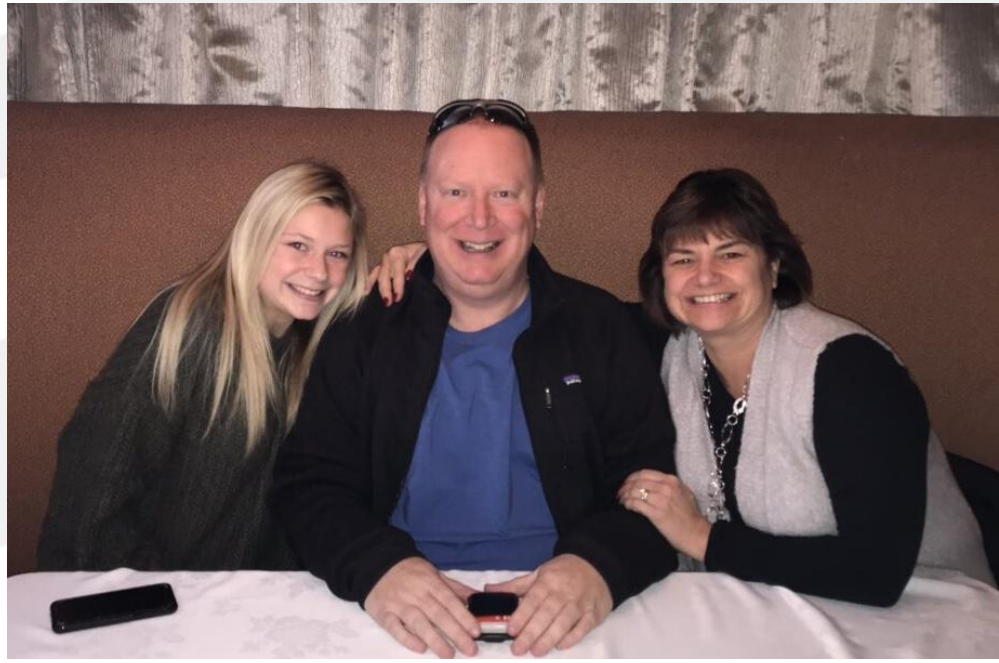



*"The power of  
**authentic** leadership is  
found not in external  
arrangements but in  
the human heart."*

*~Parker Palmer~*

# Authenticity

- Who am I?
- Are you the same person as you are a leader?
- Being yourself...now, then, and always.
- Don't try to be someone else; it doesn't work - - people see through that.
- What do you value as a person? Do you value that as a leader also?





*"The fundamental  
pillars of school  
leadership are  
**relationships**; nothing  
substitutes for  
building and nurturing  
them."*

*~ Joanne Rooney ~*

# Relationships

- First and foremost
- “People before positions”
- Beginning, middle, and end
- ALL stakeholders; ALL the time
- Without significant relationships, no meaningful work can occur.
- Relationships lead to collaboration and growth







KIDS



FAMILIES



COLLEAGUES



STAFF



COMMUNITY



*"Collaborate  
and communicate  
with people you  
can learn from."*

*~Pharrell Williams~*

# Collaboration/Communication

n

- How do you enter a collaborative situation?
- What is your communication style?
- “For students!”
- “For growth!”
- “For change!”





For Students!



For Support!



For Change!



For Professional and Personal Growth

A photograph showing several hands of different skin tones (white, brown, black) reaching in from the edges of the frame to form a heart shape in the center. The background is a plain, light color.

*"The way to  
develop the best  
that is in a person  
is by **appreciation**  
and  
encouragement."*

*~Charles Schwab~*

# Motivation/Appreciation

- What motivates you?
- How do you motivate people?
- How do you show appreciation to those around you?
- How does appreciation motivate people in a school community?

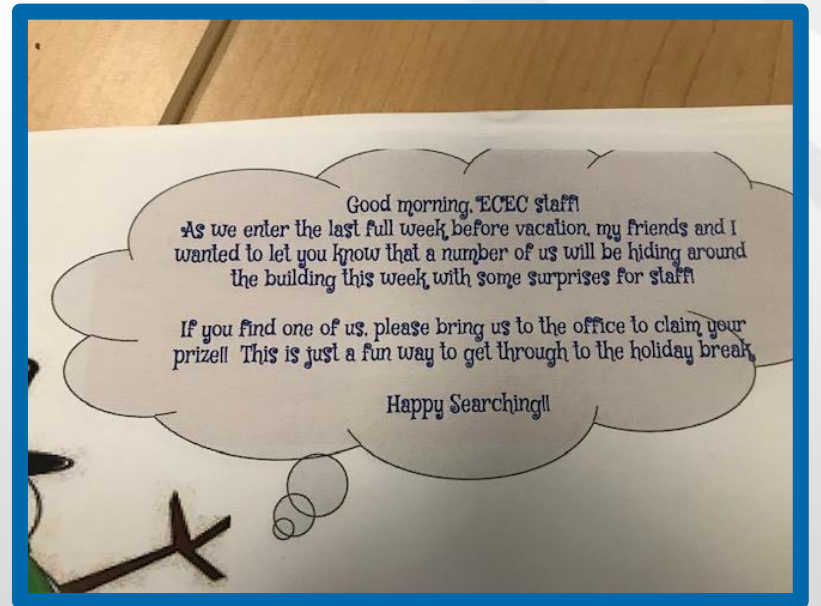
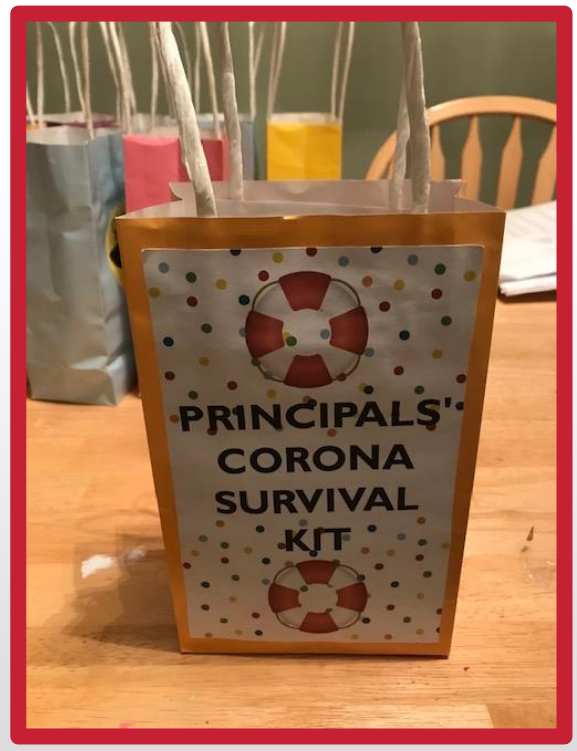
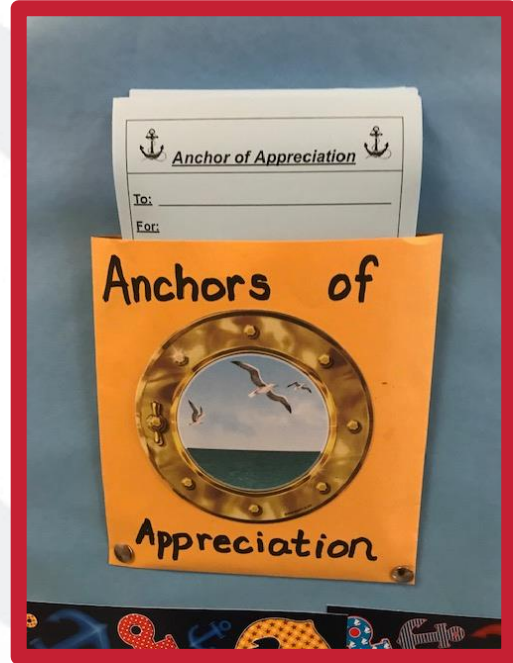
# Fabulous February Friday Fun!

Friday, February 7th--Fantastic Fruit Fondue Bar

Friday, February 14th--Valentine's Day Staff Breakfast

Friday, February 21st--VACATION

Friday, February 28th--Are You "RED"y for the Weekend?



**GREAT LEADERS DON'T  
SET OUT TO BE A  
LEADER...THEY SET OUT  
TO MAKE A DIFFERENCE.  
ITS NEVER ABOUT THE  
ROLE-ALWAYS ABOUT  
THE GOAL.**

LisaHaisha.com



Helping Others  
*Discover the Best*  
in Themselves

*@AllysonApsey*



*#SerendipityEDU*



No place I'd  
rather be  
than with  
you today!



*#SerendipityEDU*



How do we greet teachers  
when they enter the  
building?

Do they know that there is  
**NO PLACE** we'd rather  
be?



This is me.





This is also me.

ser • en • dip • i • ty  
*mindset*

Looking for happy accidents and beautiful  
lessons in every experience

*#SerendipityEDU*

Helping Others  
*Discover the Best*  
in Themselves

*@AllysonApsey*



*#SerendipityEDU*





There is always  
*more* to someone's  
story than what  
meets the eye.

*Everyone is fighting a  
battle you know nothing  
about. Be kind. Always.*

- Brad Meltzer



How does knowing that  
there is  
*always more to someone's  
story*  
help as a school leader?



Even  
*better*  
tomorrow

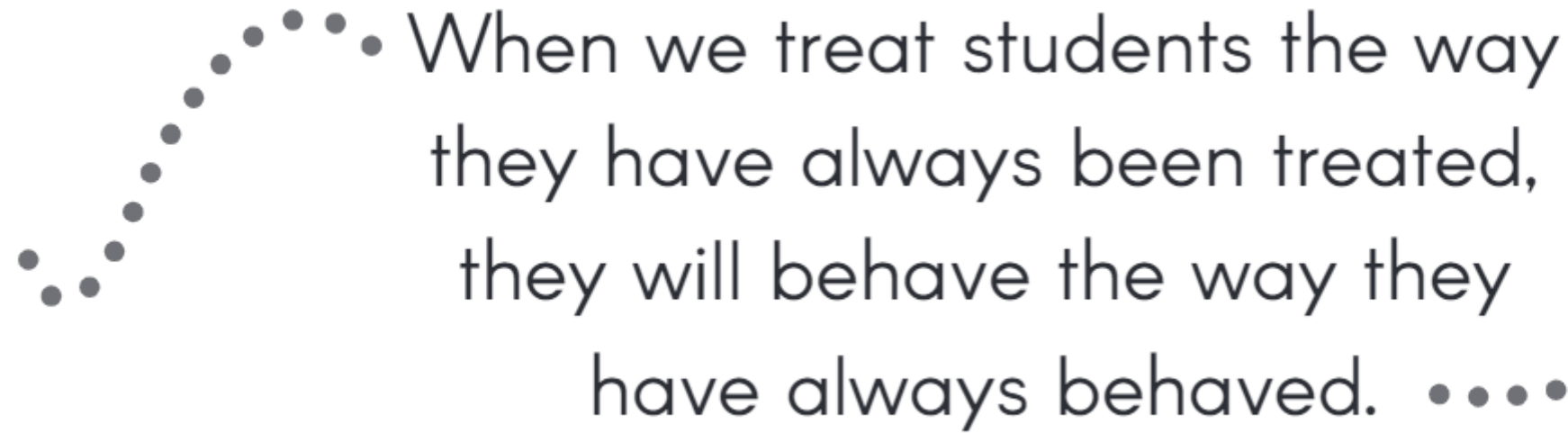
There is always  
*more* to someone's  
story than what  
meets the eye.

People need  
our *grace*,  
not our  
judgement.

Stop seeking  
perfection.  
It does  
*not* exist.

We may never  
know the *truth*  
behind that  
smile (or frown)  
we see.

Do not  
expect other  
educators to  
be *like you*.



When we treat students the way they have always been treated, they will behave the way they have always behaved.



When we treat **STAFF** the way  
they have always been treated,  
they will behave the way they  
have always behaved.



*Change yourself*  
and  
the world  
*changes.*



**POWER  
STRUGGLES**





I own my emotions  
so you can keep yours.

[AllysonApsey.com](http://AllysonApsey.com)

Trauma-informed  
supports *benefit* all  
people.

Why would  
someone choose  
*fight, flight or  
freeze* over pausing  
and problem-  
solving?



“Imagine you're walking in the forest, and you see a bear.”



“Immediately...your heart starts to pound. Your pupils dilate. Your airways open up. And you are ready to either fight that bear or run from the bear. Or you just freeze.”





“That is wonderful if you're in a forest, and there's a bear.”



“But the problem is what happens when the bear comes home every night.

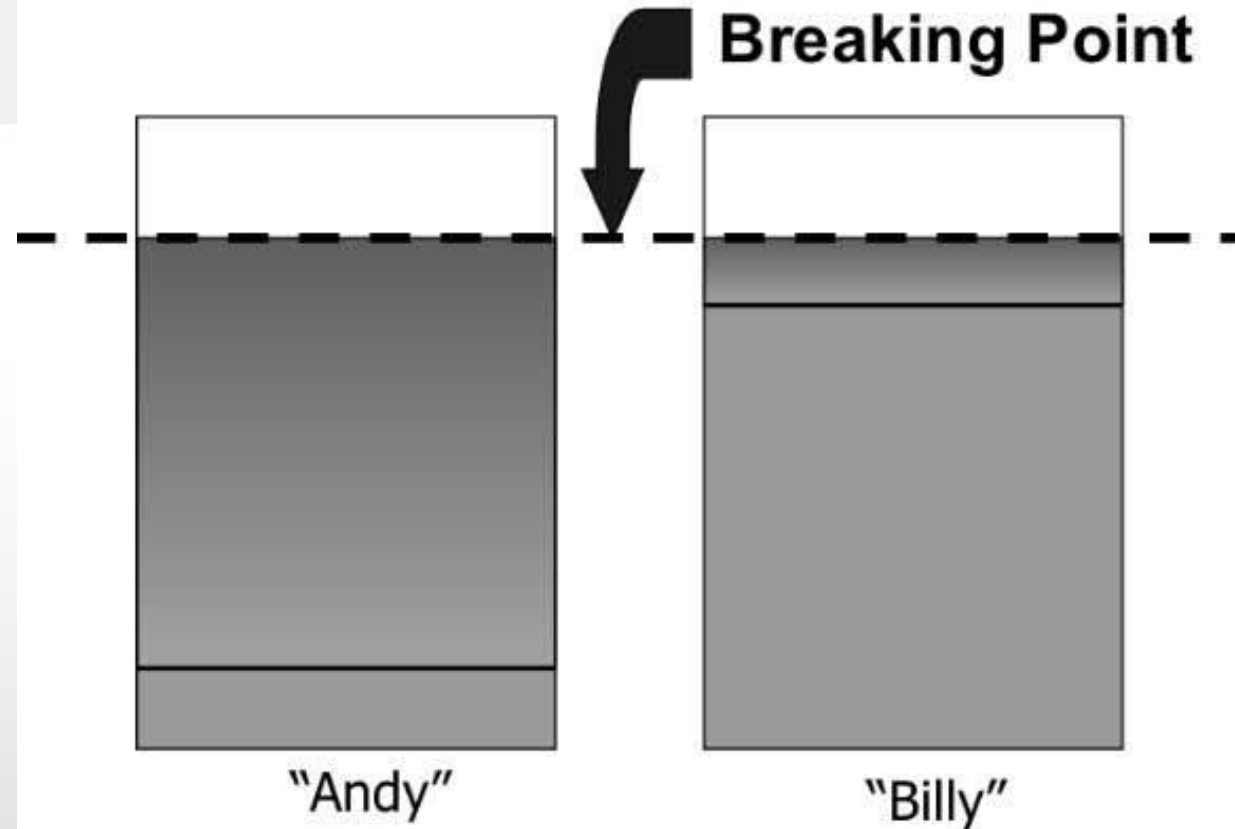
And this system is activated over and over and over again. It goes from being adaptive, or lifesaving, to maladaptive or health-damaging.”

-Dr. Nadine Burke Harris, 16 min TED talk  
[How Childhood Trauma Affects Health Across a Lifetime](#)

Siegel and Payne include this chart in *The Whole-Brain Child Workbook*, and it is helpful to illustrate how important it is to integrate both parts of the brain.

Downstairs Brain	Upstairs Brain
Fight/flight/ freeze response	Sound decision-making and planning
Autonomic function (breathing, blinking, instincts...)	Balancing emotions/ controlling body
Sensory memories	Self-understanding/ reflections
Strong emotions (fear, anger, excitement...)	Empathy
Acting before thinking	Morality

## Window of Stress Tolerance



*From "Help for Billy" by Heather Forbes*

# Window of Stress Tolerance for Teachers

Small window for  
all the additional  
challenges a day  
might bring



Breaking  
point

What other stressors might fill a teacher's window of stress tolerance?

## *Window of Stress Tolerance for Teachers*



Breaking point

Small window for all the additional challenges a day might bring

- Achievement testing
- Student behavior challenges
- LOCKDOWN DRILLS**
- School schedule
- Teacher evaluation
- Report cards**
- P/T conferences
- Own family challenges



# Google Forms

Having trouble viewing or submitting this form?

[FILL OUT IN GOOGLE FORMS](#)

I've invited you to fill out a form:

## Monday Morning Staff Check-In

**How are you feeling about the week ahead? \***

- I am doing great, looking forward to the week!
- I have lots of work to do, but I am going to be okay.
- I am overwhelmed and need some extra TLC.
- HELP me!! I could really use some help with something. (please comment in "Other" what you could use help with.)
- Other:

[Review and Submit](#)

Never submit passwords through Google Forms.



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# Monday Morning Staff Check-In (Responses) ☆ 📄

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Timestamp						
A	B	C	D	E	F	
timestamp	Email Address	Score	How are you feeling about the week ahead?			
1/27/2020 11:15:00			I have lots of work to do, but I am going to be okay.			
1/27/2020 11:16:14			HELP me!! I could really use some help with something.			
1/27/2020 11:18:02			I am doing great, looking forward to the week!			
1/27/2020 11:25:37			I am doing great, looking forward to the week!			
1/27/2020 11:26:44			I am totally overwhelmed, but I'll make it through - always do. JUST a LOT to get done this			
1/27/2020 11:34:37			I am doing great, looking forward to the week!			
1/27/2020 11:34:41			I have lots of work to do, but I am going to be okay.			
1/27/2020 11:41:20			Report Cards are stressing me out a bit being gone/busy on weekends... it'll get done!			
1/27/2020 11:43:42 t			I am doing great, looking forward to the week!			
1/27/2020 11:44:30 k			I have lots of work to do, but I am going to be okay.			
1/27/2020 11:45:02 e			I have lots of work to do, but I am going to be okay.			
1/27/2020 11:48:37 s			Doing my best..having a			
1/27/2020 12:02:13 l			I have lots of work to do, but I am going to be okay.			
1/27/2020 12:09:09 j			I have lots of work to do, but I am going to be okay.			
1/27/2020 12:22:39 l			I have lots of work to do, but I am going to be okay.			
1/27/2020 13:05:59			Definitely feeling overwhelmed, but don't really "need" anything from you right now. Just r			
1/27/2020 13:16:56 :			I have lots of work to do, but I am going to be okay.			
1/27/2020 14:01:32 r			I am overwhelmed. I need time to get everything done. It would be so nice if elementary			
1/27/2020 14:11:33			I am overwhelmed and am on my 3rd day of a splitting headache, but don't really need an			
1/27/2020 14:21:14			I have lots of work to do, but I am going to be okay.			
1/27/2020 15:17:15			I am overwhelmed and need some extra TLC.			
1/27/2020 15:58:00						

All behavior is  
*purposeful.*

# WILLIAM GLASSER'S FIVE BASIC NEEDS



What need do you have  
the most trouble meeting  
for yourself during the  
school day?

What need do you have  
the most trouble meeting  
for yourself in your  
personal life?

As a leader, how might you make school more need-satisfying for teachers?

We are always  
*impacting* each other  
with our behavior, and  
that impact can be  
negative or positive.

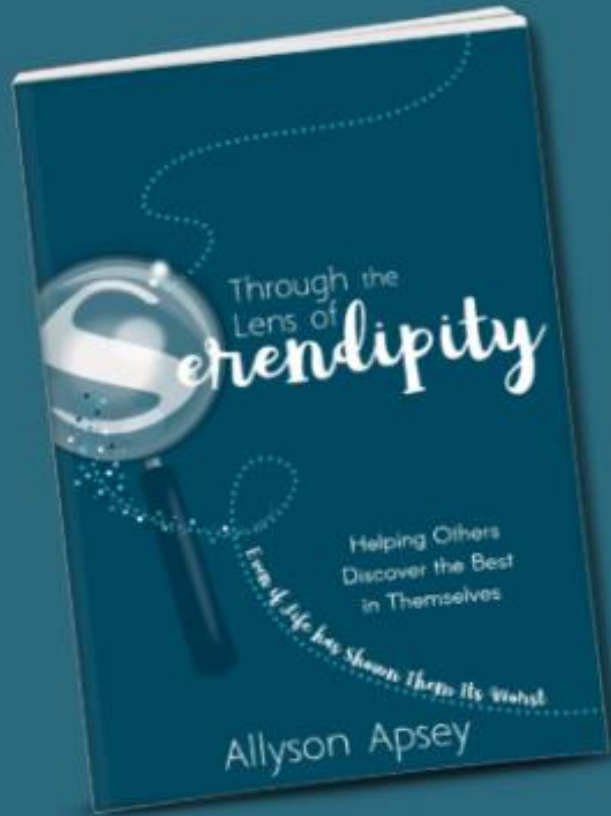


bad roads





What is *within* a  
leader's control?



The words we tell  
*ourselves* have  
even more *power*  
than the words we tell  
others.



*All you need to do is move inch by  
inch toward the person you want to  
become,  
that is enough. YOU are enough.*





AllysonApsey.com

@AllysonApsey



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@PrincipalKim