

Leaders *LIFT*ing Others In Challenging Times



Montana Principals
Conference

PASSIONATE LEADERSHIP

Creating a Culture of
Success in Every School

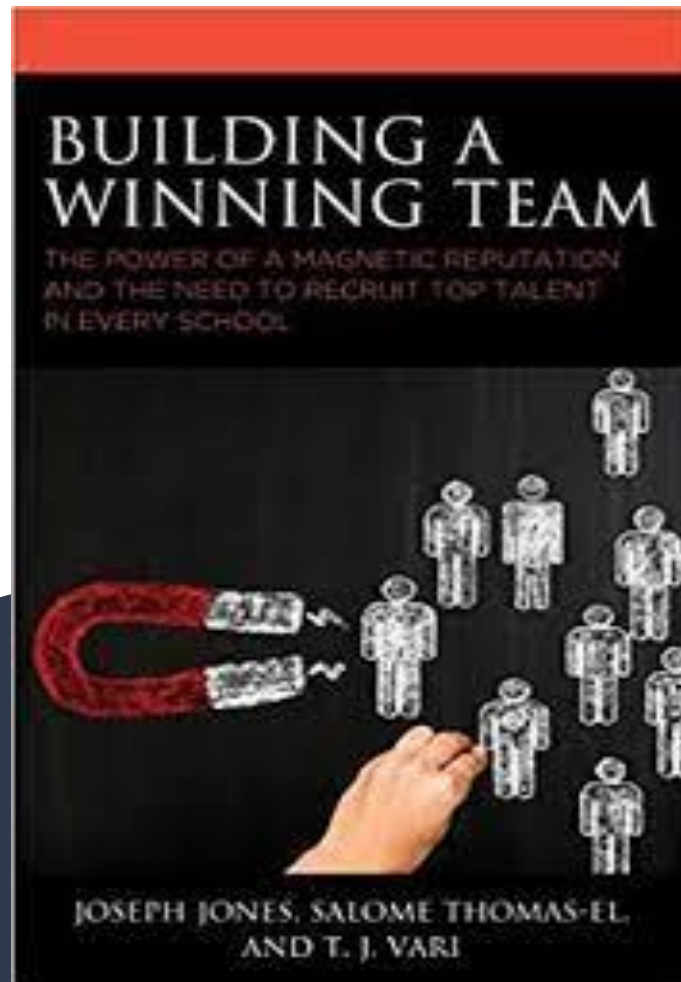


Salome
Thomas-EL

Joseph
Jones

T. J.
Vari

Foreword by Todd Whitton



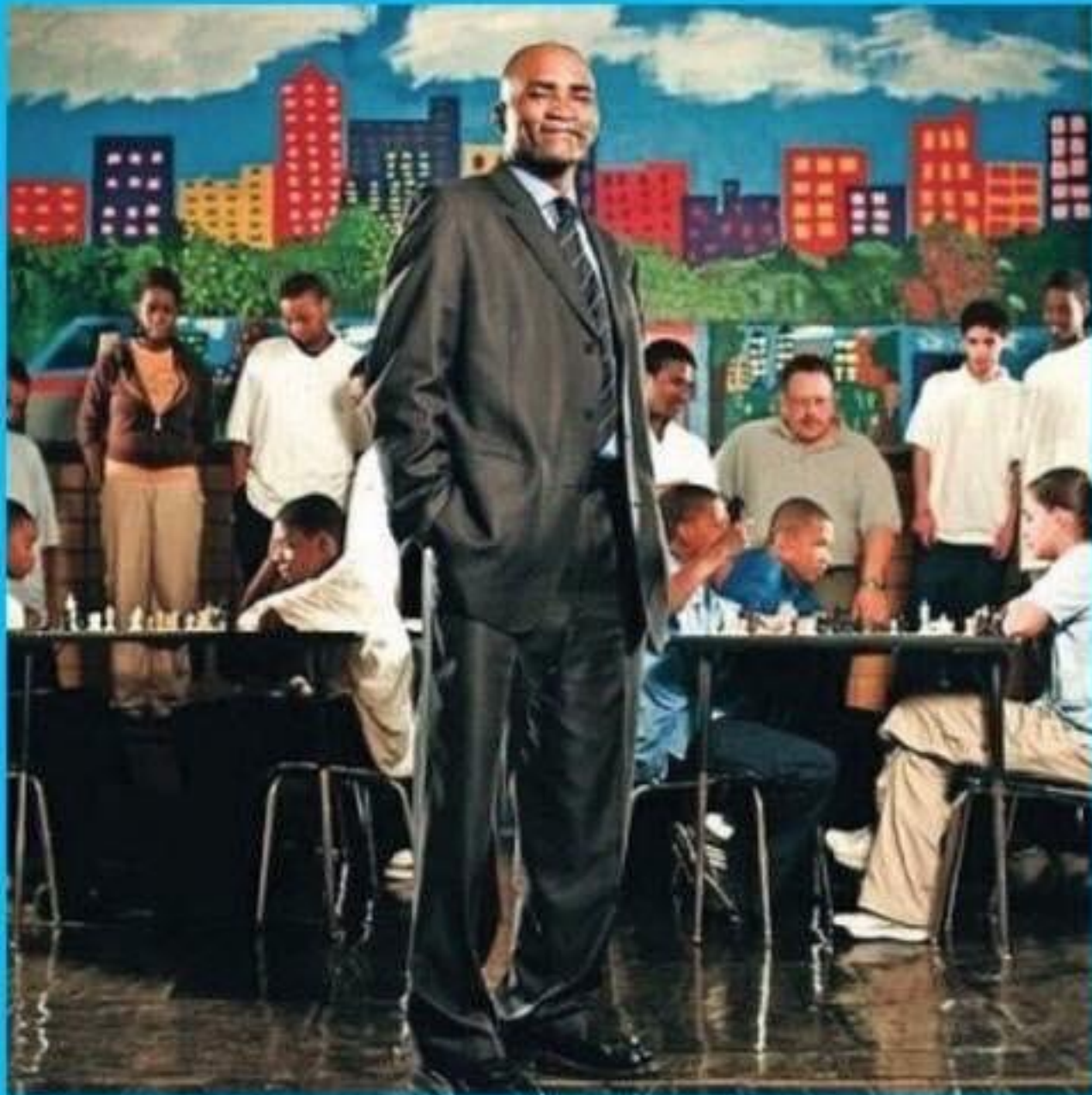
Retention for a Change



*Motivate, Inspire, and
Energize Your School Culture*

JOSEPH JONES,
SALOME THOMAS-EL,
AND T. J. VARI

FOREWORD BY
STARR SACKSTEIN



“Every child needs
someone to be **crazy**
about **them.**”

~ Salome Thomas-EL

**'BEST THING WE CAN DO
FOR KIDS..INSTEAD OF
TEACHING THEM TO BE
SUCCESSFUL...TEACH THEM
HOW TO RESPOND WHEN
THEY ARE NOT
SUCCESSFUL!'**

PRINCIPAL EL

InstaQuote

“

“1) WE MUST BE CRAZY ABOUT OUR CHILDREN. 2) WE MUST BE CURIOUS ABOUT THE LIVES OF OUR CHILDREN OUTSIDE OF SCHOOL. 3) OUR CHILDREN NEED ADULTS WHO ARE CONSISTENT IN THEIR LIVES. 4) WE MUST DEVELOP A CULTURE OF LOVE & SUPPORT FOR OUR CHILDREN.”

—



- PRINCIPAL EL

**STOP PRAYING FOR A
LIGHTER LOAD AND
START PRAYING FOR A
STRONGER BACK.**

PRINCIPAL EL

WWW.PRINCIPALEL.COM

L. Lead
I. Inspire
F. Focus
T. Trust



L.I.F.T. for Teacher Empowerment & Student

1 **Growth**
Lead

Strong school leadership leads to a successful teaching environment. Igniting a passion among the staff is a surefire way to create a positive school culture.

2 **Inspire**

Inspiration has a direct impact on performance. Inspired staff are more likely to incorporate creative and effective strategies to engage students.

3 **Focus**

Focus is crucial for results. It allows you to prioritize important tasks and achieve your goals more efficiently.

4 **Trust**

Trust is the foundation for a positive and effective school environment. When the staff trusts the school leaders and one another, they are more likely to take risks, collaborate, and be open to feedback.



Please share a positive story or event at your table that epitomizes an aspect of L.I.F.T. that you experienced this year.

Turn



&

Talk



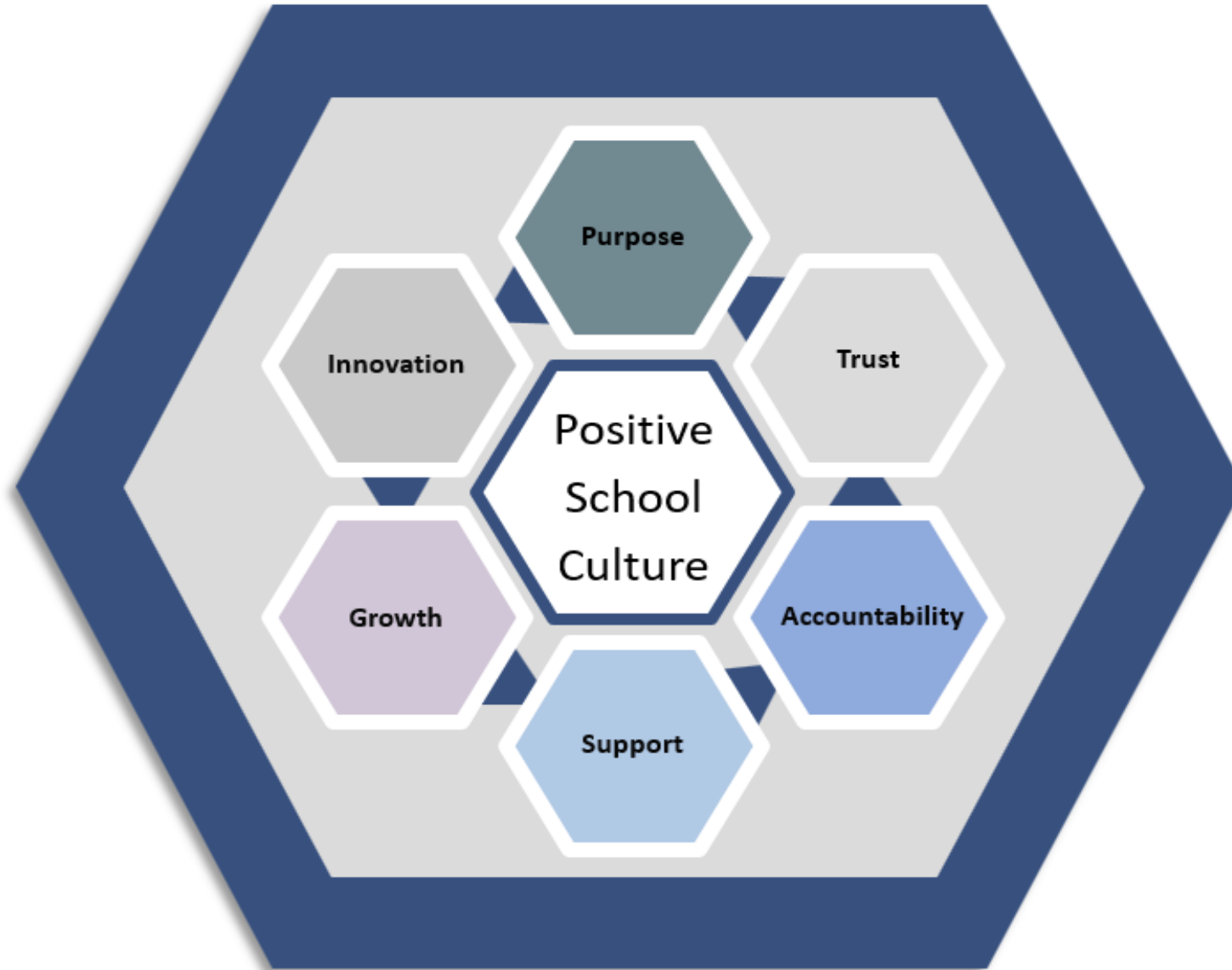
Lead with Purpose



How many
of you
have felt
like
Sisyphus for
the past
few years?



Passionate Leadership in Challenging Times: 6 Key Areas that Drive Positive School Culture



Positive School Culture



Purpose

The purpose of the work is clear and connected to everyday efforts.



Trust

People within the organization trust and respect one another.



Accountability

Clear and measurable goals are set and communicated.

Positive School Culture



Support

A system to celebrate and recognize performance. The physical resources to be successful.



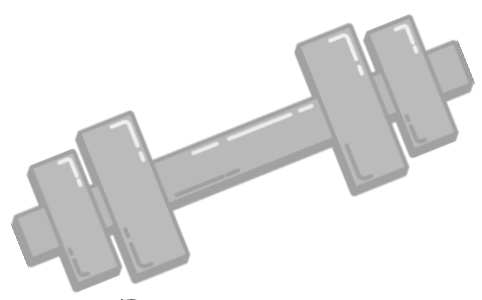
Growth

A culture where the expectation is clear that it is a responsibility to continue to learn and grow.

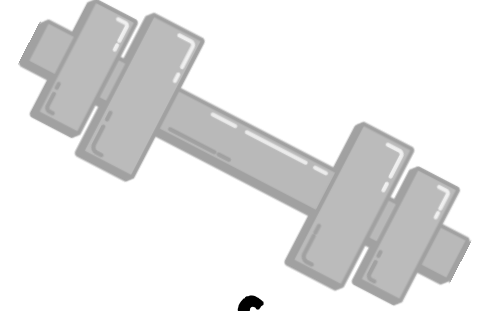


Innovation

The feeling of psychological safety to share ideas. The promotion of equity, inclusion, and diversity.



REPPS Survey



**Reputable, Effective, Perception Survey for
Schools**



Real Talk for Real Leaders



WARNING



THE CIRCLE OF NICE





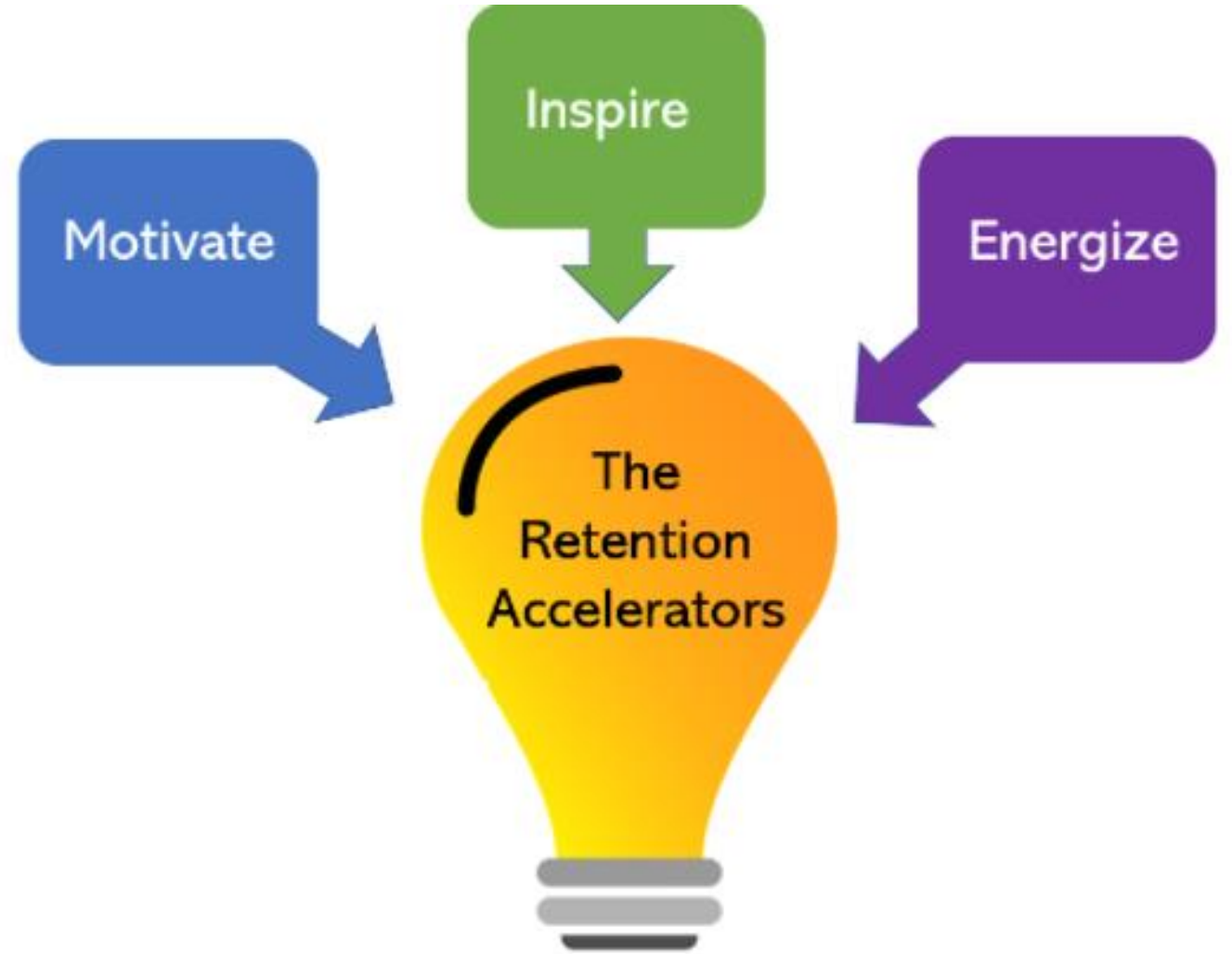
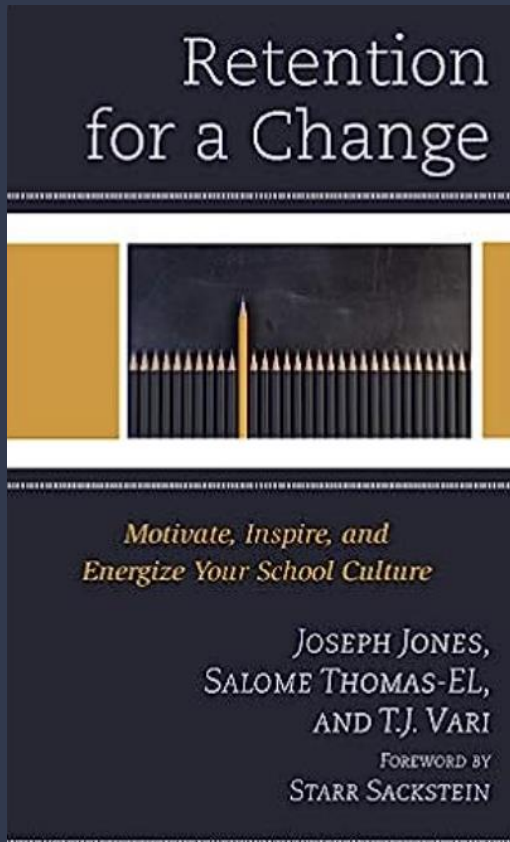
Contemplating Growth: Self-Reflection

1. When you reflect on the Circle of Nice, which part of the principle resonates with you the most?

Inspire With Passion



The power of Inspiration



The 4 Ps of Inspirational Storytelling

1

Performanc

☛ Employees work 20% better when they're motivated.

2

Profit

Highly engaged teams increase business profitability by 21%.

3

Presence

Employee motivation and engagement reduce absenteeism by 41%.

4

Persistent

Motivated employees are 87% less likely to resign.

**Praise is the most
underused &
misunderstood form of
*feedback.***

*~ El, Jones, & Vari*₂₄

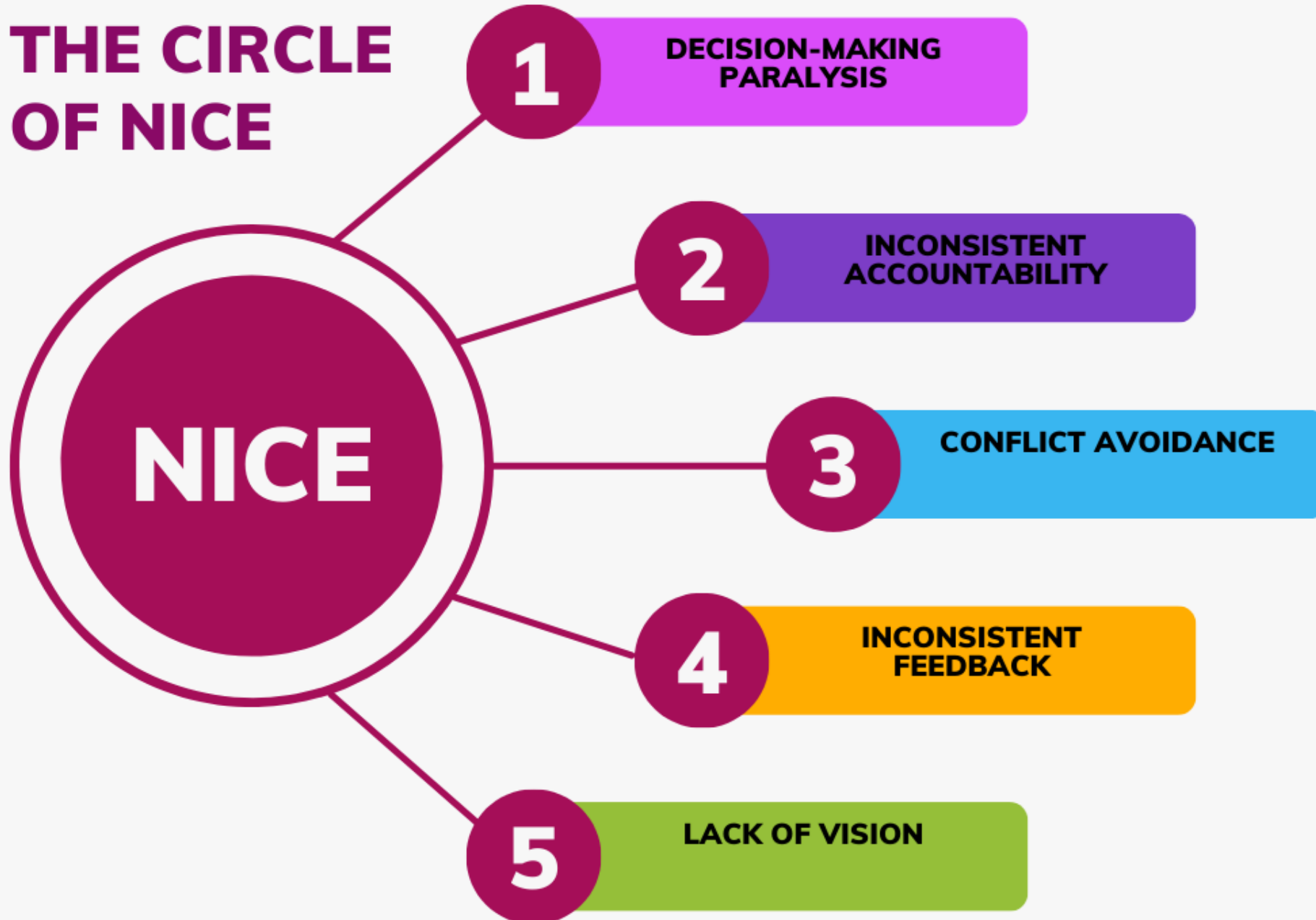
Specific Praise and Recognition

Increased Productivity, Engagement, and Satisfaction



- Praise Statement**
Begin with strong praise opening that combines a general statement like, "well done" with appreciation and recognition.
- Be Specific**
Specificity helps employees understand which aspects of their work are being recognized, valued, and appreciated.
- Provide Rationale**
Rationale reinforces the employee's beliefs in their abilities, which increases self-efficacy. This also encourages them to replicate and build on their successes for the future.
- Close the Loop**
End with a direct statement of thanks that recognizes effort, skill, learning, and/or growth.

THE CIRCLE OF NICE



How is specific praise different than just being NICE?



Technical Tip:



Make Praise a Daily Practice

A Model for Specific Praise



Focus On Excellence





Great at
identifying
a problem,
but not
great at
solving
them!

Trust The Journey



Trust

Without trust,
knowledge falls short
and relationships
suffer.



1

The Value of Trust

Trust is a key component in building strong relationships. Without trust, effective communication and collaboration suffer.

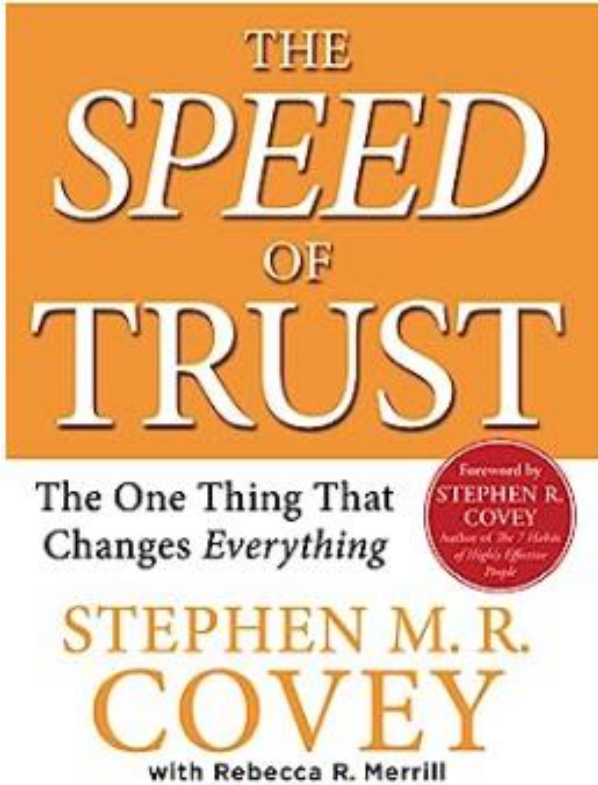


2

Maintaining Trust

Maintain trust by consistently delivering value and quality work. Remain sensitive to the needs of the staff.

Covey's High Trust Behaviors



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

“By behaving in ways that build trust with one, you build trust with many.”

Moving Forward

Recap of Key Points

Remember the importance of LIFTing the system by **Leading** effectively, **Inspiring** others, maintaining a clear **Focus**, and establishing and maintaining **Trust**.

Final Thoughts

Always keep learning and growing. **Stay in touch**. This work is a continuous journey that is better traveled with others.

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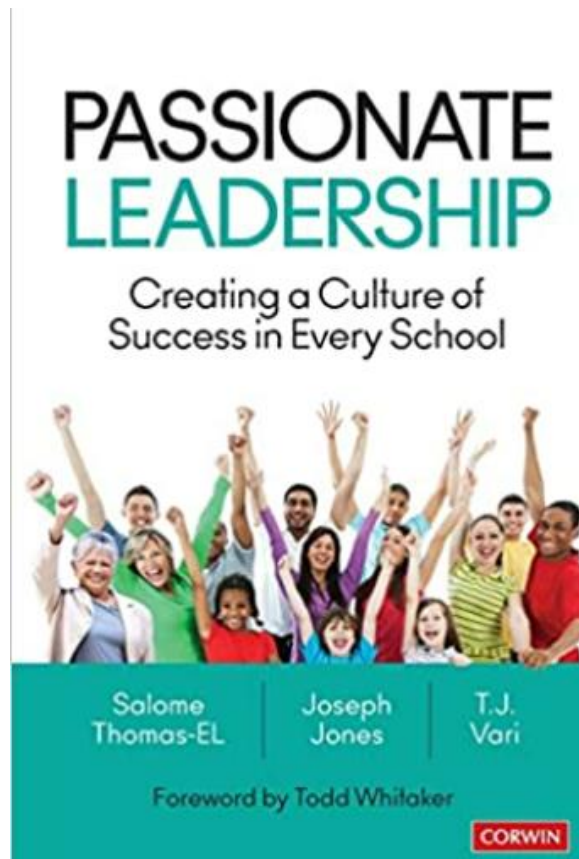
SCAN ME



Leading Better & Growing Faster
with
Joe and T.J.



Passionate Leadership: Creating a Culture of Success in Every School



PASSIONATE LEADERSHIP

Creating a Culture of Success in Every School

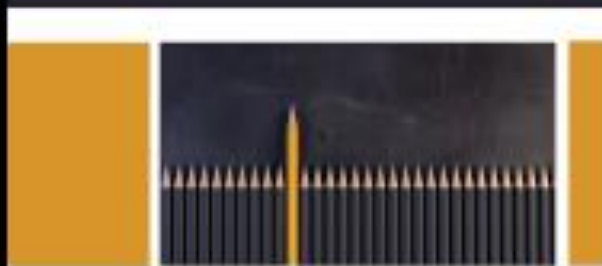


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Retention for a Change



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JOSEPH JONES,
SALOME THOMAS-EL

Candid and Compassionate Feedback

Transforming Everyday Practice in Schools

Joseph Jones and T.J. Vari



BUILDING A WINNING TEAM

THE POWER OF A MAGNETIC REPUTATION AND THE NEED TO RECRUIT TOP TALENT IN EVERY SCHOOL



JOSEPH JONES, SALOME THOMAS-EL,
AND T. J. VARI

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Free Resources for School Leaders

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theschoolhouse302.com