

# Leaders *LIFT*ing Others In Challenging Times



Montana Principals  
Conference

# PASSIONATE LEADERSHIP

Creating a Culture of  
Success in Every School

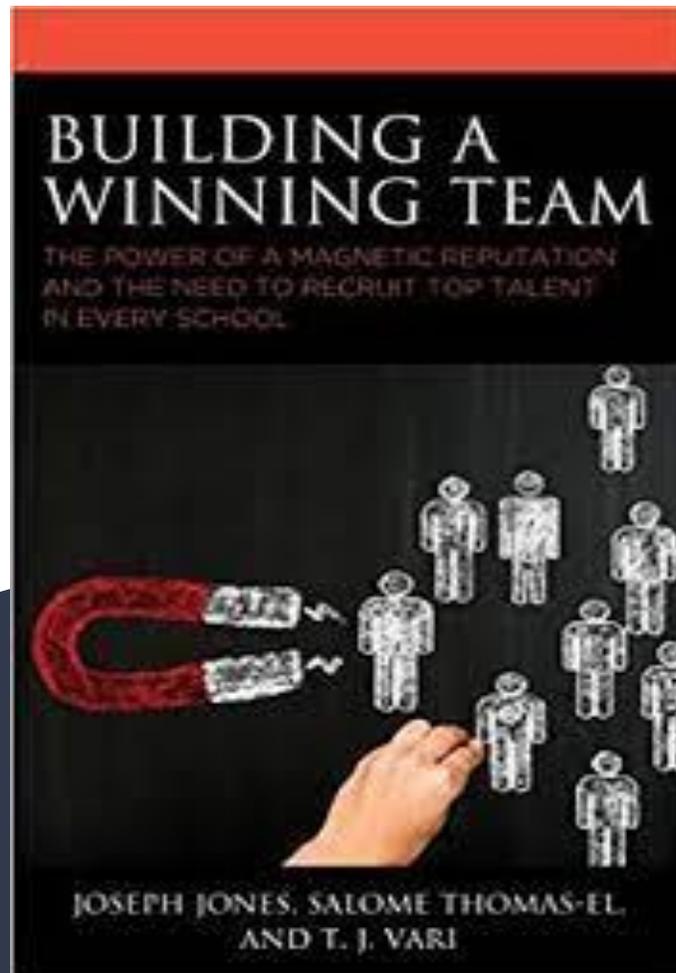


Salome  
Thomas-EL

Joseph  
Jones

T. J.  
Vari

Foreword by Todd Whitton



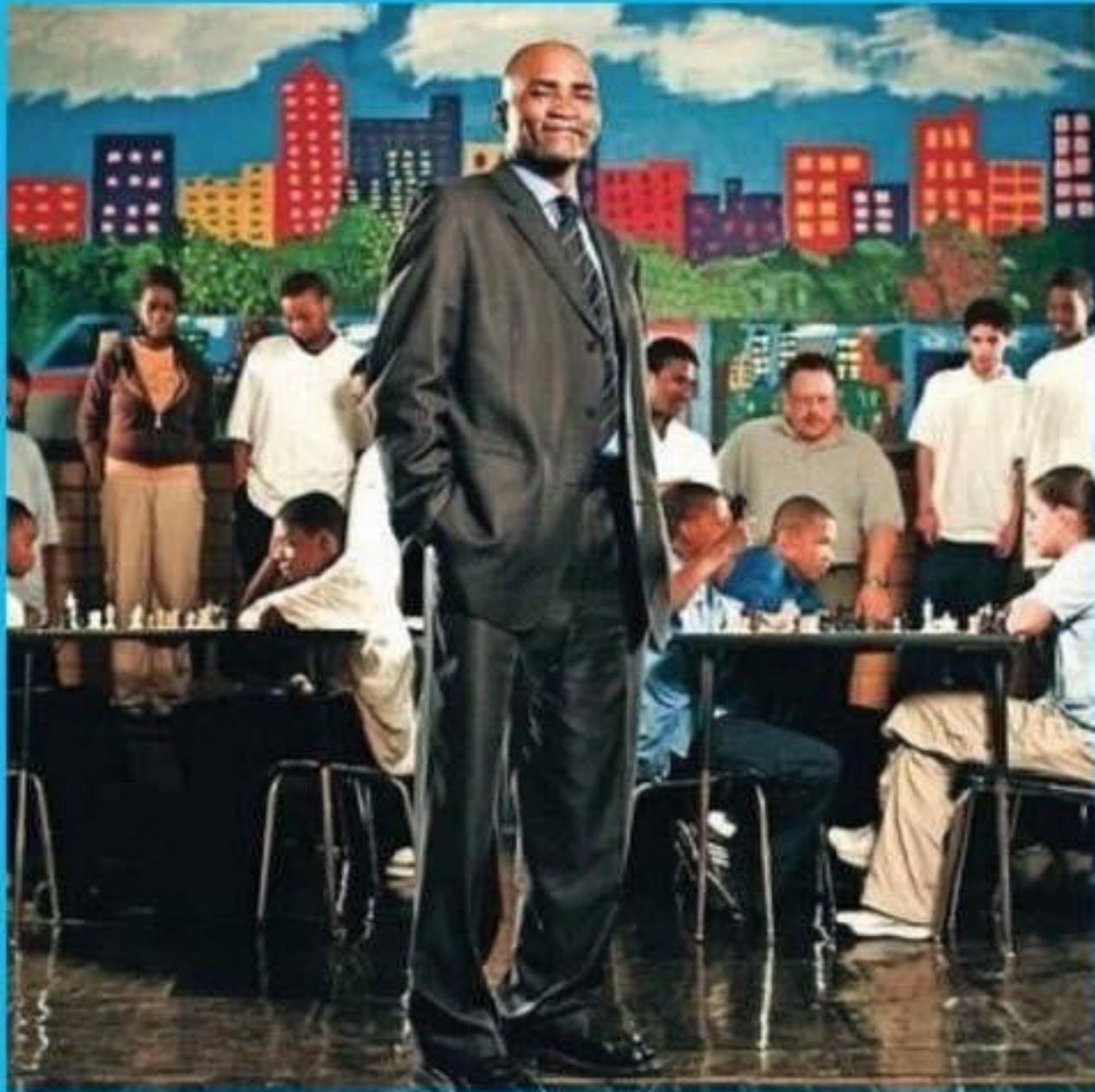
## Retention for a Change



*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.”

—



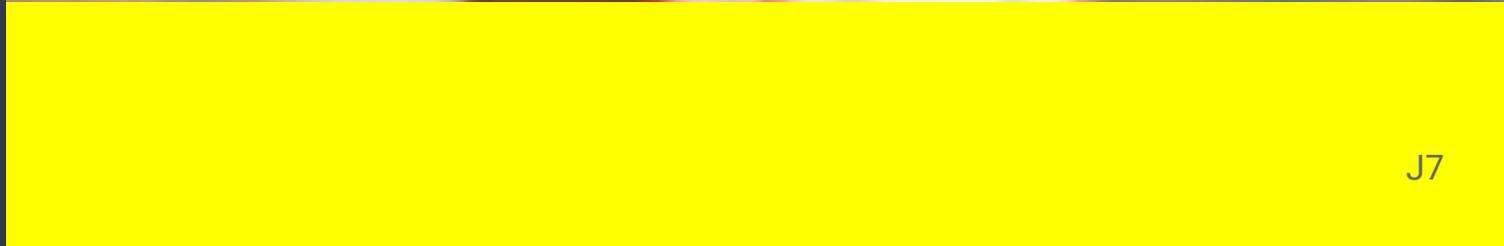
- PRINCIPAL EL

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

**PRINCIPAL EL**

**[WWW.PRINCIPALEL.COM](http://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.



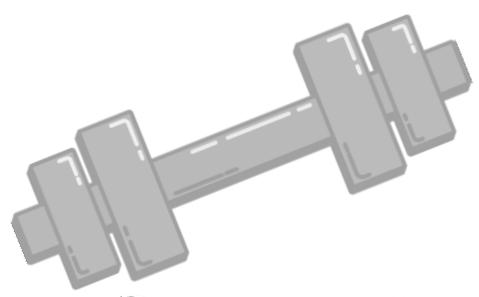
## **Growth**

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

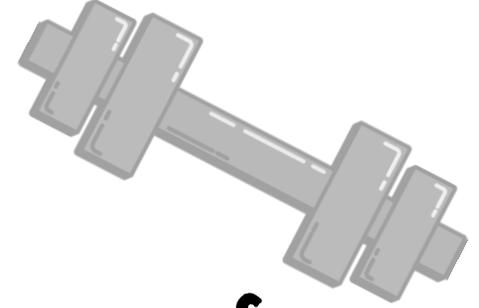


## **Innovation**

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





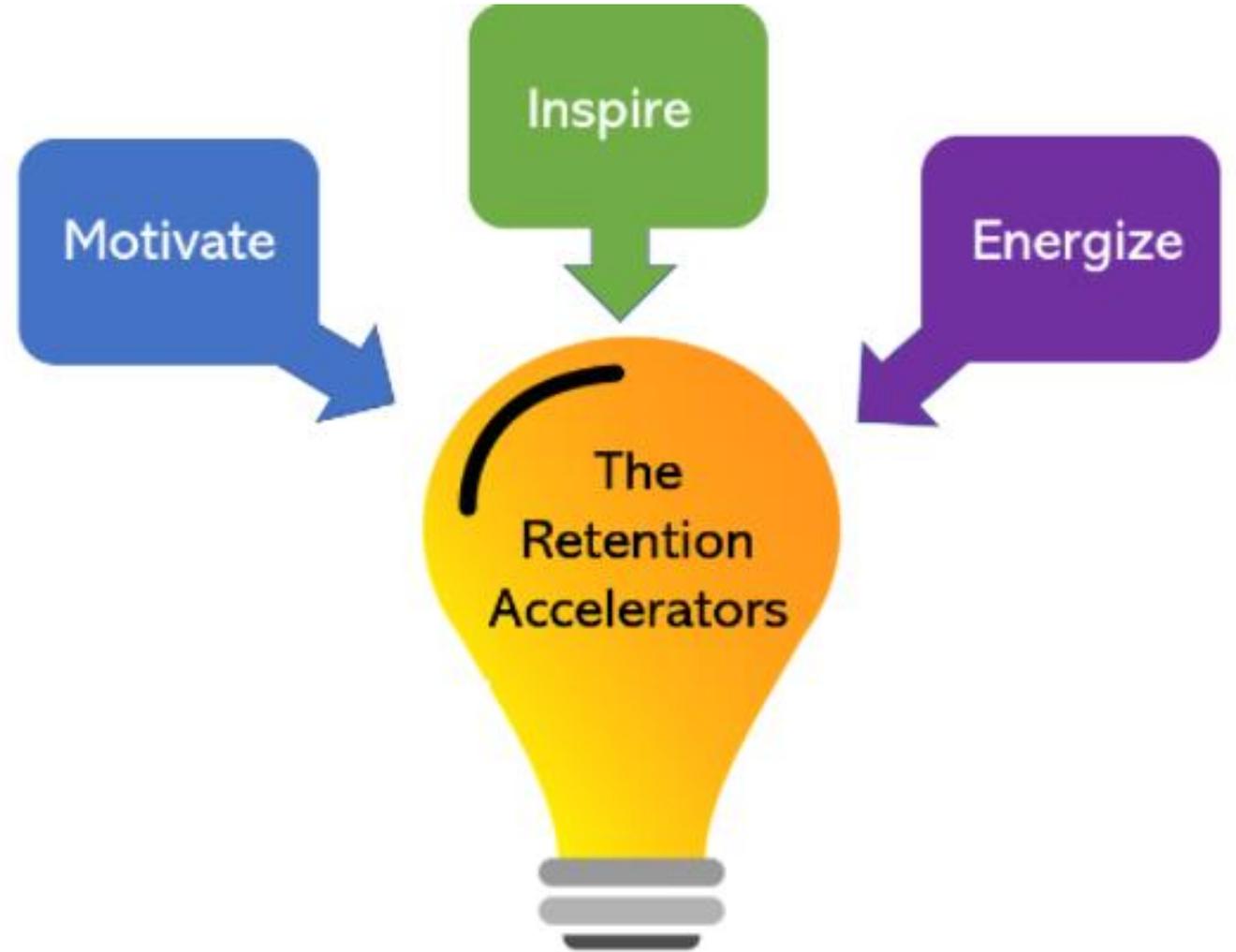
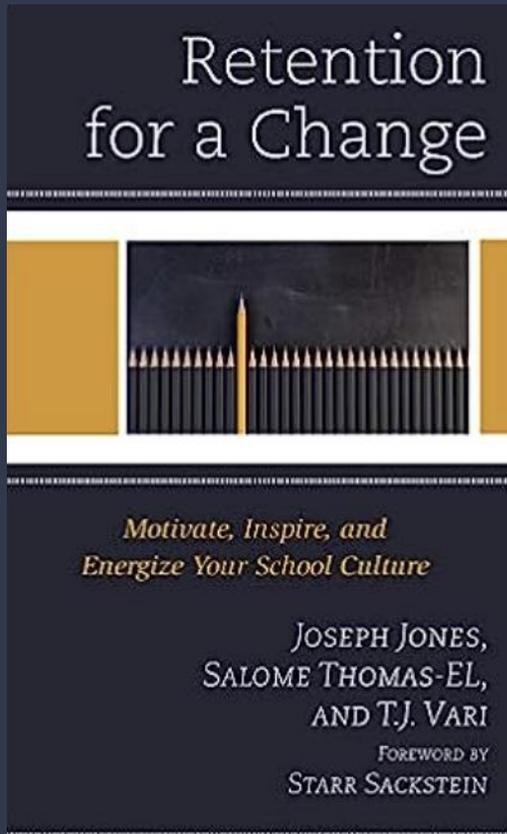
# Contemplating Growth: Self-Reflection

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*<sub>24</sub>

# 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.

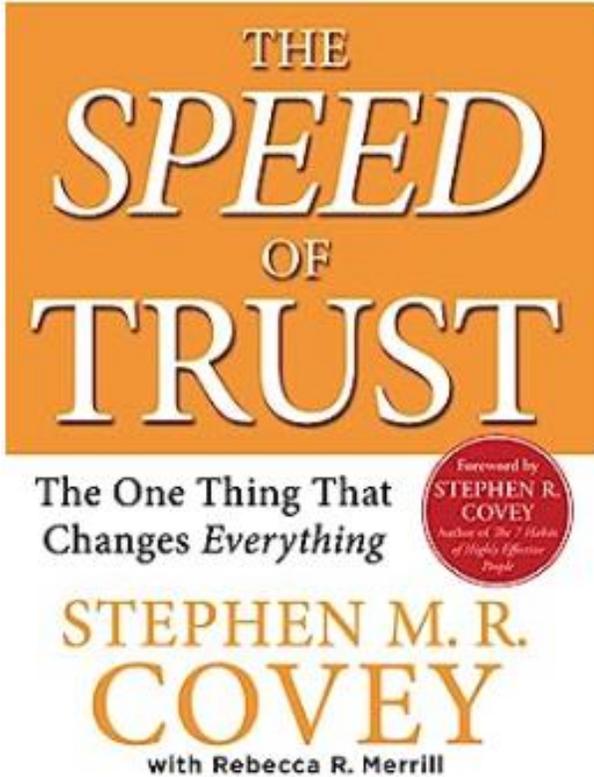


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## Maintaining Trust

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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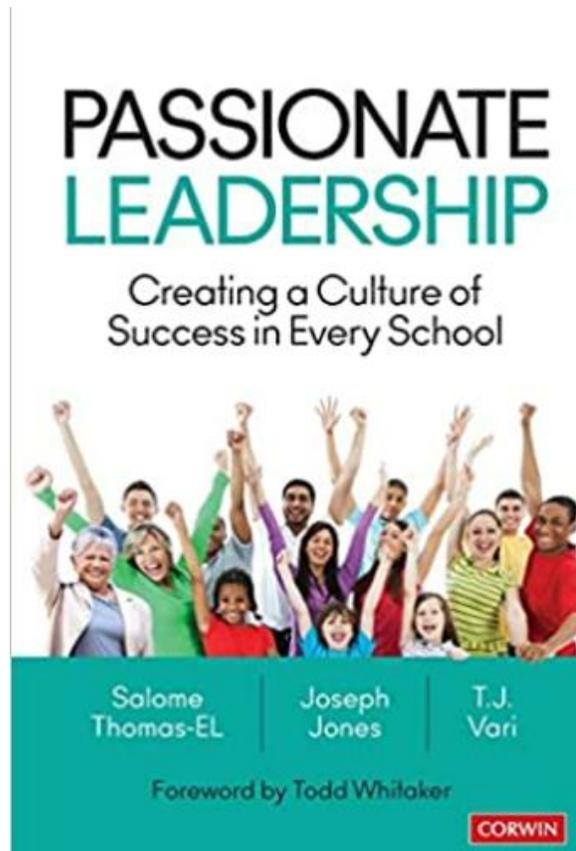
SCAN ME



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



# *Passionate Leadership: Creating a Culture of Success in Every School*



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Creating a Culture of Success in Every School

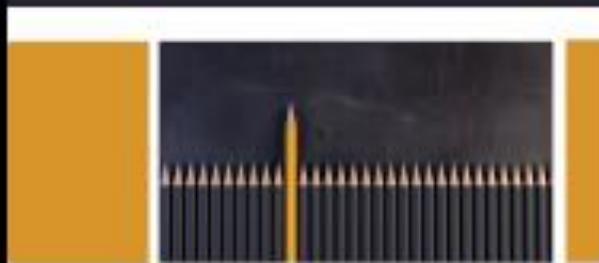


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SALOME THOMAS-EL

## 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

@Supt\_Jones

@Principal\_EL

@tjvari



Free Resources for School Leaders

@

theschoolhouse302.com