



Instructional Leadership:

Don't leave home without it!

Pop Quiz



What is *the most* important skill set you need to be a successful principal in the world of public education today?

- A. Leadership
- B. Management
- C. Both
- D. It Really Depends...

The Correct Answer?



D. It Really Depends...

On What?

Context

Context is King



In order to understand your context, you must...

- Know Thyself
- Know Your People (staff & students)
- Know Your Systems
- Know Your Bosses
- Know Your Community (parents and peers)

Quick Write #1: Describe your context...

Are you more inclined to Lead or Manage?

Leader Skills



- Has a vision and can communicate it.

Manager Skills



- Gets things done

Management is the Foundation



Leadership is the House



Though this is where we spend our time,
no one is happy when the wi-fi is down or
the power it out.

What does the successful principal do?



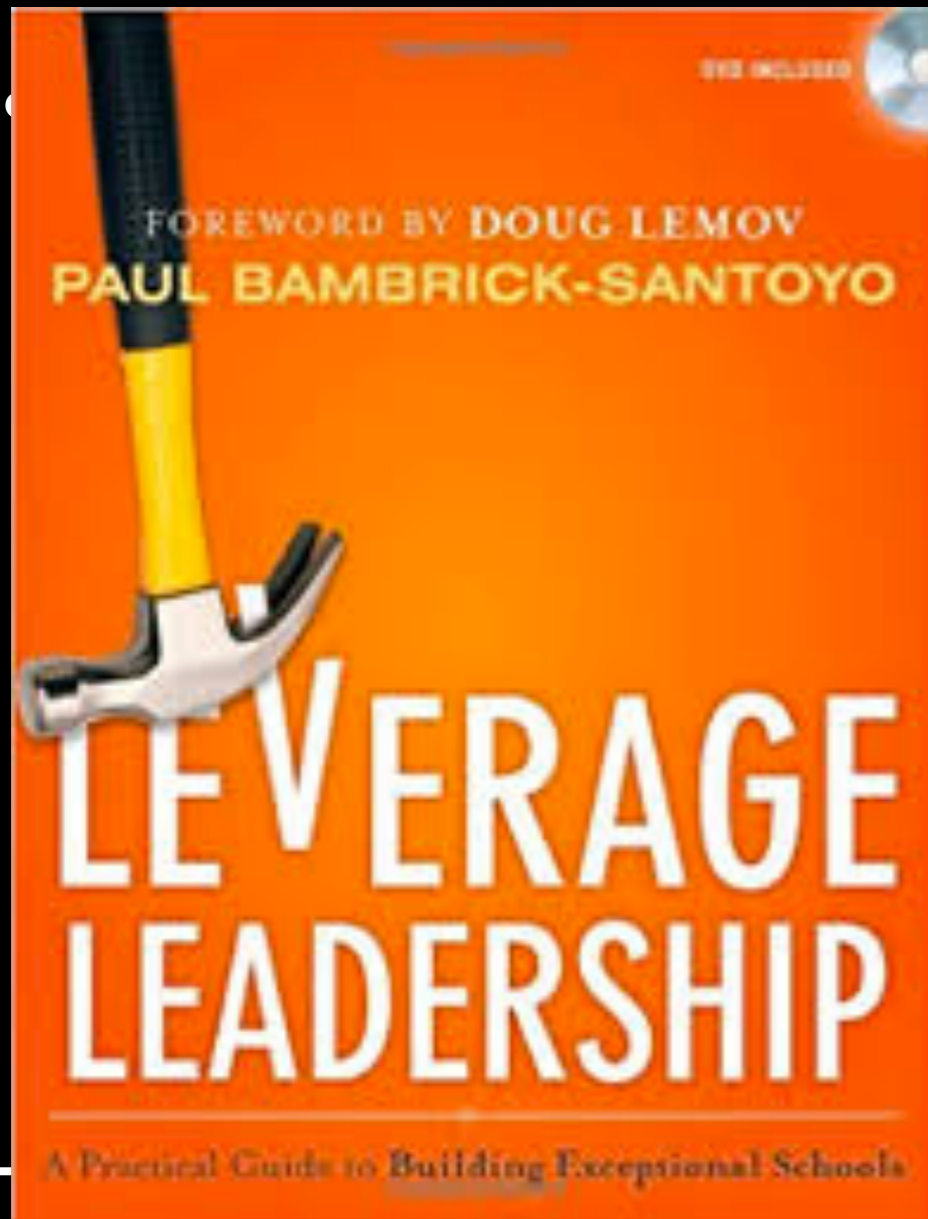
Instruction.
Culture.

PBIS. Safety. Recess.
Parent Pick-Up.
PD Plan.

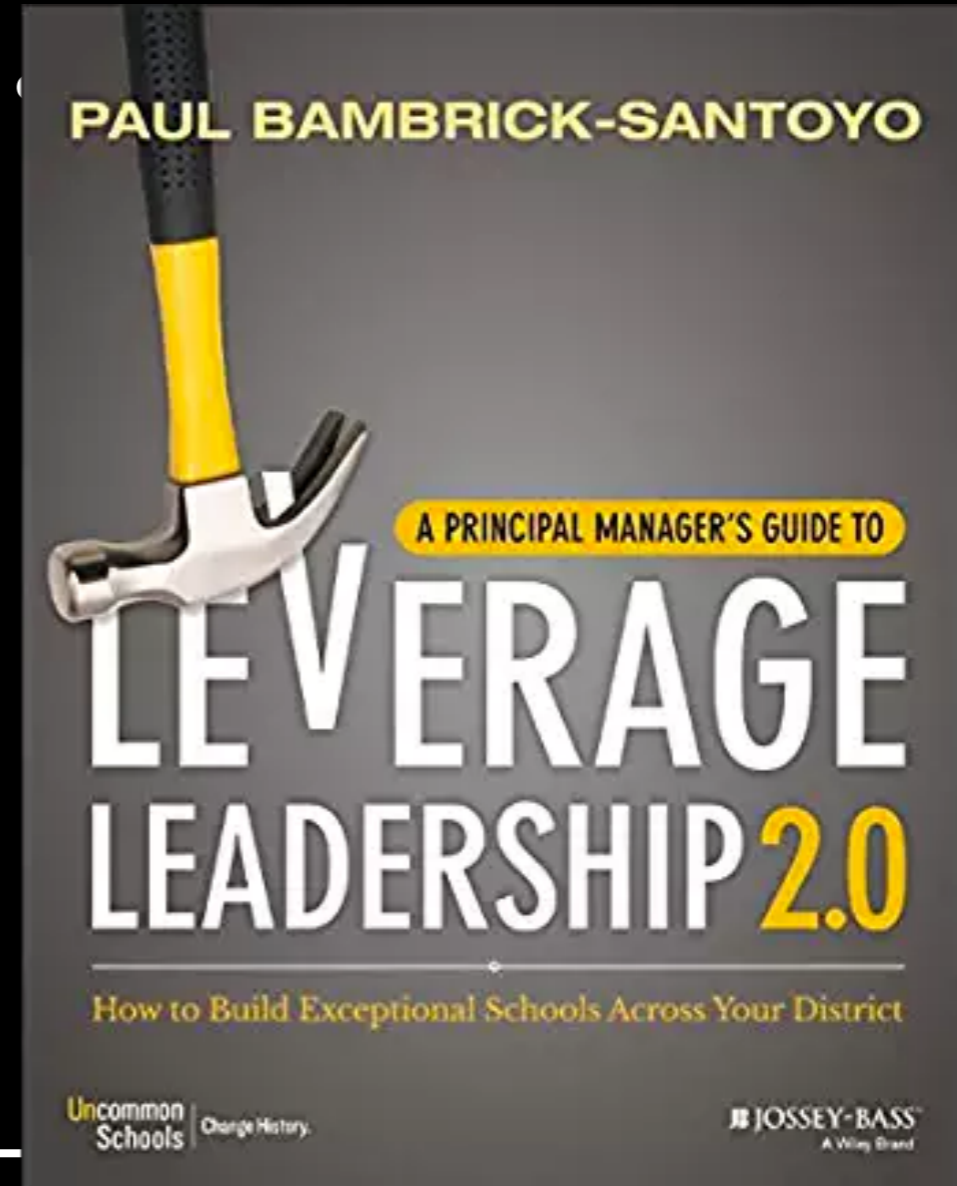
Uses systems thinking and applies leadership and management skills to get results that matter.

Uses both management and leadership skills to balance Instruction and Culture

Instruction →

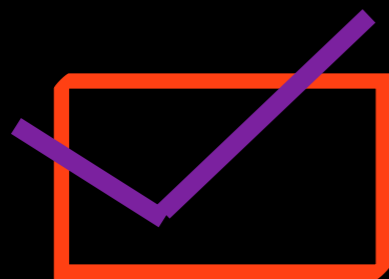
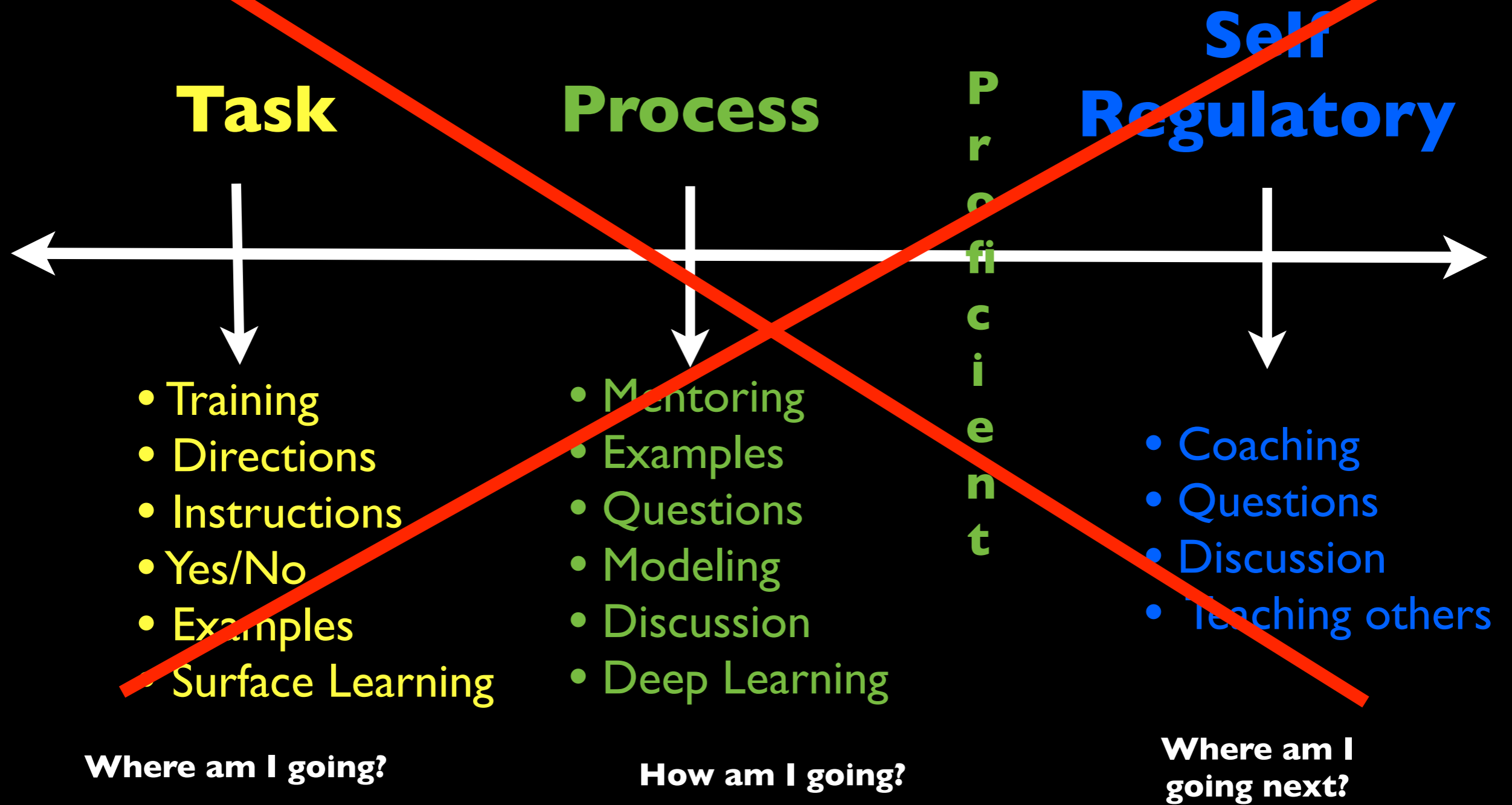


Culture →

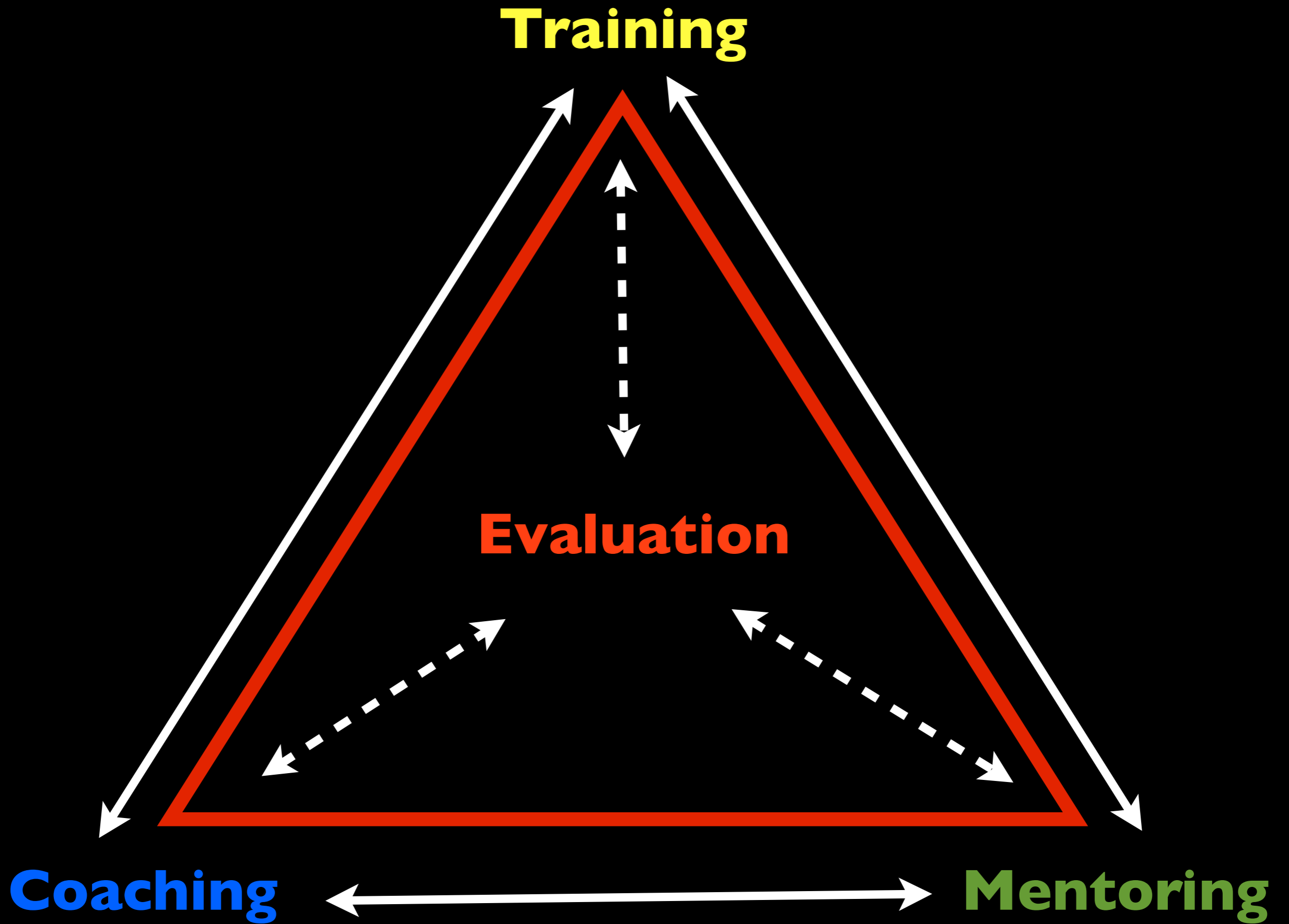


The Power of Feedback

(Formative Feedback)



Evaluation = Judgement



Building Instructional Accountability into your Feedback Model

- ❑ Know what your evaluation system requires and GET IT SCHEDULED.
- ❑ Walkthrough every classroom (5 min or less) at least once a week during the month of September.
- ❑ Informal drop-in observation (10-20 min) in every classroom at least once during the months of Sept-October.
- ❑ Complete all formal observation of all teachers before Winter break.

Quiz: Identify how leadership and management skills integrate with the above activities (essay question).

Who Cares?

Unless someone does, things start to fray around the edges.

Often it's the CEO or the manager who sets a standard of caring about the details. Even better is a culture where everyone cares, and where each person reinforces that horizontally throughout the team.

If we define *good enough* sufficiently low, we'll probably meet our standards. Caring involves raising that bar to the point where the team has to stretch.

Of course, the manager of the mediocre hotel that's reading this, the staff member of the mediocre restaurant that just got forwarded this note--they have a great excuse. Time's are tough, money is tight, the team wasn't hired by me, nobody else cares, I'm only going to be doing this gig for a year, our customers are jerks... who cares?

Caring, it turns out, is a competitive advantage, and one that takes effort, not money.

Like most things that are worth doing, it's not easy at first and the one who cares isn't going to get a standing ovation from those that are merely phoning it in. I think it's this lack of early positive feedback that makes caring in service businesses so rare.

Which is precisely what makes it valuable.

--Seth Godin

Creating a Culture that Cares...

- Find out what your people want and need through ***active and authentic listening.***
- Meet those needs as best as your are able. Your job is to lessen the load for those doing the work.
- Be Visible, Available, Communicate, and have Integrity.
- Take every opportunity to build community whenever and however you can.