

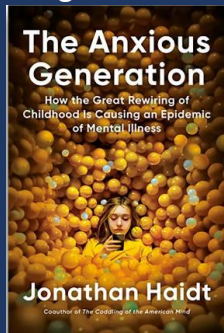
Blue Sky Thinkers



Blue Sky Reading Books – The Anxious Generation – Jonathan Haidt

I have become a bit of a broken record on this topic. The evidence is becoming overwhelming and the time for action was ...years ago. It's time for schools to take a stand! Let's understand the difference between technology that creates opportunity for learning, and those that create massive challenges for youth. There's a line somewhere. Independent schools have an obligation, and I would add an opportunity, to do something in this space.

Bought this book the moment it came out. Read this one and Johann Hari's "Stolen Focus".



NAIS on Intentional Technology

"The Benefits of an Intentional Technology Policy" ([Click here](#))

By: Matthew Smith

"For any schools interested in implementing a similar policy, my advice is to do it and don't look back. If schools can minimize the impact of technology on adolescent culture, conversation, and classrooms, they can help facilitate meaningful opportunities for reflective, interpersonal skill building in the third space"

More rationalizations and realizations from a Middle-Level educator

Blue Sky Leadership and Strategy



"What It Means to Be a Thoughtful" ([Click here](#))

By Colleen R. Pettus

"Leadership is not about any one individual in a school community. It is centered on the people you serve—students, colleagues, the parent community. To lead, you have to care deeply and authentically. You must care about individuals and

	<p>all they bring to school each day. You cannot fake concern, compassion, or empathy. You must lead with your heart.”</p> <p>A wonderful reflection from a Head of School on their leadership journey, and some reminders about why we are in this job, and what the important pieces of leadership are for her. A must on a day you are feeling down about pace and purpose.</p>
	<p>“Leading Effective Teams Requires Regular and Dedicated Maintenance” (Click Here) By: Crystal Land, Michele Williams</p> <p>“...what if we dedicated more intentional time to team maintenance and leadership development throughout the year? We’d start the year by clarifying what it means to be an effective team, and we’d practice mindsets and skills, both in retreats and in regular leadership team meetings. Maintenance of collaborative team-building increases trust, addresses what works, names and practices approaches to disagreement, and creates rituals to authentically connect team members.”</p> <p>This is the exact work that I have been doing for a large Independent school in this country over the past few months. The Head has made this a strategic priority and it has been my pleasure to help them on their leadership journey.</p>
	<p>Great Leaders Are Confident, Connected, Committed, and Courageous (Click Here) By: Peter Bregman</p> <p>“In 25 years of working with leaders ...I have found a pattern that I share in my new book, <i>Leading with Emotional Courage</i>, consisting of four essential elements that all great leaders rely on to rally people to accomplish what’s important to them. To lead effectively — really, to live effectively — you must be confident in yourself, connected to others, committed to purpose, and emotionally courageous..”</p> <p>I love this article as it clearly outlines that we likely will only be strong in a few of these elements. In putting together a leadership growth and development plan for my clients, competencies, and an school and individual analysis of strengths and weaknesses is one of the first places we start. Let’s know what needs growth and development before we plan.</p>
	<p>6 Strategic Concepts That Set High-Performing Companies Apart by Kaihan Krippendorff (Click Here)</p> <p>“We may be on the precipice of another major strategic shift, where ecosystems and ecosystem partners are increasingly becoming central to the way organizations compete. We know this is in the air because chief strategy officers</p>

in our network are telling us they are experimenting with a new bundle of strategic approaches.”

Mind Blown – For a strategy guy like me, these new thoughts on strategy created incredible ‘out of the box’ thinking for how schools might re-think strategy. On the surface these appear to be business only related, but if you take the principles and apply them to Independent Schools, you get some pretty awesome and novel approaches to strategy. Who wants to be on the cutting edge...?

Blue Sky Teacher Retention



Teacher Retention: 5 Effective Strategies for Retaining High-Quality Staff ([Click Here](#))

By Nick Woolf

“Losing experienced teachers not only means losing valuable mentors and role models for students, but it can also lead to several other impacts on the education system, such as: Decreased student achievement; Overburdened remaining staff; Loss of community and culture; Financial strain due to recruitment and training costs; Diminished accessibility to extracurricular opportunities for students.”

While some of this focuses on public education in the US, a great deal of it has very specific and real connections to education and teaching more broadly, and therefore significant value for schools. In particular, one of the findings “Schools with higher levels of teacher collaboration and professional development opportunities foster greater retention.”



Teacher Retention: Useful Tips to Maintain High-Quality Staff ([Click Here](#))

By Marco Garcia

“To raise teacher retention rates, principals and administrators should take a whole-person approach by addressing emotional support, job conditions, mentoring, collaboration, guidance, and innovation.”

The author provides six valuable retention tips. I believe a great reflection tool for school heads. Simple and effective. Are we doing everything we can to support our Faculty in these six areas?



A Practical Guide to Employee Engagement and Retention ([Click Here](#))

By DDI – Global Leadership Consultants

“When your employees are engaged, they believe that what they do makes a difference, view your company as a great place to work, and feel that they are appreciated and encouraged to grow.

In turn, they are motivated to offer their very best work, drive results that impact your bottom line, and seek internal opportunities for growth and advancement versus looking elsewhere”

Sometimes consultants provide significant value ☺. This company produces some outstanding content. This document would be a great conversation starter for your Board and perhaps as you engage in strategic conversations about Faculty and Staff retention for the future.

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