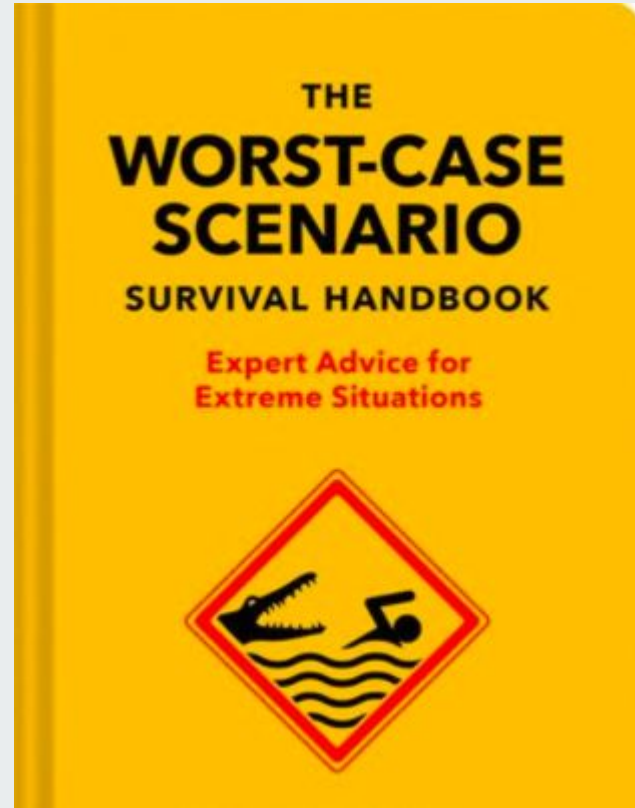




Start Right

First Year Survival Guide

Kurt Sacher & Marcie Perdue



NORMS



Questions:

If you have an “all-group” question: A question that you know would benefit the whole group please ask it.

If you have an “individual” question: Catch us at the break or shoot us an email.

Group time:

Please allow time for all voices to be heard- 1 minute min

Role play: groups of 8, don't share your character, please play the role!

AGENDA: Our Time Together



Introductions & How Not to Get Fired!

Act 1: Why Be an Administrator?

Act 2: The Role Play

BREAK

Act 3: Role Play Debrief

Act 4: Leadership Survival Tips

Act 5: The Last Words of “Wisdom”

Our Objectives



- Give you specific ideas that will ease your pain and give you confidence.
- Learning from our own leadership blips and blunders
- Illustrating the Leadership Standard in action



Big Question#1:



***I have a new job as a Vice Principal or Principal.
How do I get fired?***

- 1) Not building **trust and relationships**. (Blase & Blase, Bryk & Schneider)
- 2) Failure to **communicate** positively and effectively.
- 3) No **process** for making wise decisions. (Staff Centered? Get second opinions)
- 4) Ineffective when building **confidence** and offering **support**.
- 5) Inability to **manage complex problems** and **influences**.

How to flip this around....(1-3, 4-5)



Leadership Survival: Your New Life in 5 Acts



Act 1: Scene i Trouble in paradise....



I did something you won't believe as a Principal.... (birthday party)

- **The Strap (decision making?)**
- **9/11 Stories (emergency prep? Culture of safety?)**

Just when you think things are going your way...

- **It all started with a Fire Extinguisher that lead to an an assault, that resulted in a world of lattes and ended with an amazing leader**

Act 1: Scene ii

Why be an administrator?

“I would have gone to central office but I like kids too much”

- As admin you can dismantle, influence and change poor treatment. (Names on mailboxes, band, tone of voice (Myrtle), isolated teacher of reading)
- Put solid processes in place that stand the test of time. (Teachers Matter)
- Every interaction every day you make such a difference. (grad speech 2, BP hearts story)

Net proceeds to Heart and Stroke Foundation

Net proceeds to Heart and Stroke Foundation

Remember when I got in trouble with my lawyer... you were my lawyer... take you up on the offer... have you as a lawyer... have to say...
Ha Ha...
Net proceeds to Heart and Stroke Foundation

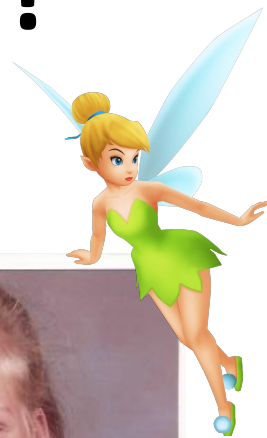
Mr. Sacher!
Your the coolest Principle ever!
YUP. YUP; I miss seeing your silly face.
From Leah Sisson
Net proceeds to Heart and Stroke Foundation

THANKX
SACHER
Foundation
I'd like to visit my office again.
Net proceeds to Heart and Stroke Foundation

Please come BACK to Mrs. Sacher's
Net proceeds to Heart and Stroke Foundation

What's the matter with Marcie?

I fel at uv a fre i
to the hosbd then
str on me The End the



Something Broke...

Grade 6

Advanced Math

My Friends

Regular Math

Some Students

Low Math

Me



Subject	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9
Math	C+	D	48% - 50%	55%	75%

Subject	Grade 10	Grade 11	Grade 12
English	English 10-1 90%	English 20-1 89%	English 30-1 96%
Social	Social 10-1 81%	Social 20-1 83%	Social 30-1- 88%
Piano (RCM)	Level 7 97%	Level 8 98%	Level 9 100%
Chemistry	Chem 10 52%	Chem 20 78%	Chem 30 81%
Biology	Bio 10 70%	Bio 20 77%	Bio 30 87%
Physics	Physics 10 50%		
Math	Math 10-1 68%	Math 20-1 47%	Math 30-1 - 50% (40%)
		Math 20-2 44% (4 weeks)	Math 30-1 - 52% (48%)
		Math 30-1 - 53% (42%)	

Act 2: Scene i

The Role Play

“Get into Character!”

Ms. Perdue has been your principal for the past 22 years. She should have retired 7 years ago. She is the principal of Mediocrity Middle School in KnowPoint, AB (transferred from Fox Run Middle School 22 years ago and is still mourning the loss). She is gathering the troops for her first staff meeting to start the year.

She will guide you through the role play.

- Brainstorm the T chart for strengths and weaknesses of MMS.
- Identify **2 key directions** the school ought to take for the 2022-23 school year.
- In your groups pick a recorder and a reporter. State your name!

Act 2: Scene ii

Group Share Back

“What did you learn?”

- Strengths?
- Weaknesses?
- Move Forwards?

TIME FOR A
BREAK



Act 2: Scene iii



The Characters

Lynne Toxic-Saboteur

Jimmy Bandwagon

Tim Toxic

Carol Novice

Rosemary Escalante

Garry McKeegstra

Nancy Notime

Lyle Ditto

Act 3: Scene i

Leadership Reflection

- What has Ms. Perdue the principal done or not done to create this mess?
- You are the new principal, what should you do to move MMS forward?
- Group leader--most years since you started teaching

Act 3: Scene i



Debrief

- What has the previous principal done or not done to create this mess?
- You are the new principal, what should you do to move MMS forward?

Act 4: Scene i

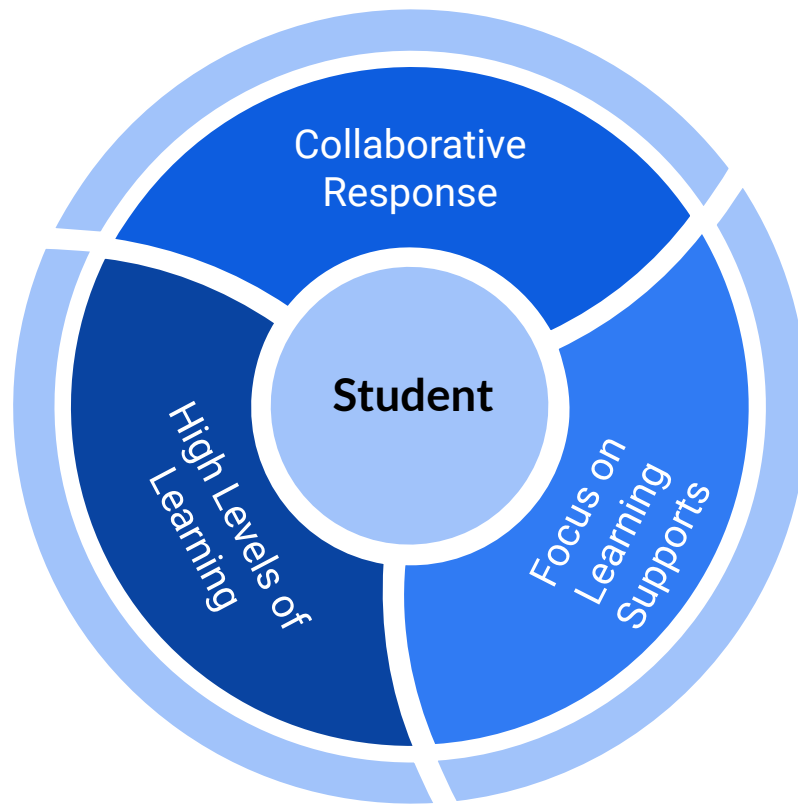
- Role
(VP vs. P, Rat, meet?, power/resp.)
- Voice
(input mech, all const, SCH Council, init.)
- Visibility
(Will & Kate/Family circle)
- Student Discipline
(clarity, close the loop)



Act 4: Scene i



Complex Students



Act 4: Scene i



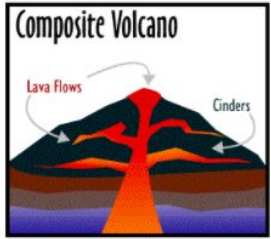
- Staff Roles (Buckingham/checkers/SS)
- Hiring (evidence based, be relentless, guts to hire 9/10)
- Don't Play Favourites (Class for all, no inner groups)
- Address Performance Issues

Act 4: Scene i



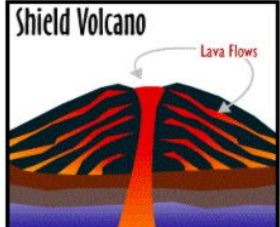
- **First Year Teachers** (infant, make time)
- **Point of Cont. Contract** (in doubt don't, second prob.)
- **Parents** (Deal with Diff. Parents, kernel of truth, the kid, whisperer)

Act 4: Scene i **Dealing with Volcanic Parents**

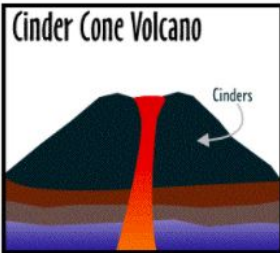


Mount St. Helen's Mount Etna

You can see them a mile away
Explosive - Unpredictable
Hot Lava - Hot Tempers



Eruptions tend to be frequent (Ongoing constant)
Lots of layers
Not as explosive but can wear you down overtime



Usually only erupt once
Low impact
Often flank the other volcanoes - gather the
Facebook troops

The DOME:

Lots of build up
No Escape
Not enough pressure to explode

Be a Parent Volcanologist

Think about Volcanoes

- They build up over time
- They require pressure

Be a Parent Volcanologist:

Every volcano is predictable if you:

- Have a thorough understanding of the volcano's history
- Continuously monitor and interpret the data before you
- Begin responding to the volcano well in advance of an eruption.
- **Treat every volcano as an individual entity.**

Act 4: Scene i



- **Losing Sleep** (suits in CESD, trust/Friday grad, Moment of Truth)
- **Admin Support** (Royalty, nexus, trust them, tone/Lorna)
- **Royalty** (parking, expenses, level 5 leader)
- **Listen** (Really listen, gain power through voice/initiation, don't jump to concl.)

Act 4: Scene i



- Power Struggles (always a solution/flexible)
- Data (Evidence of Success? Scoreboard? Confronting brutal realities?)
- Central Office (Sucking up vs. complete disregard)

Act 5: Scene i And now...back to our stories

Birthday Story



Act 5: Scene i And now...back to our stories

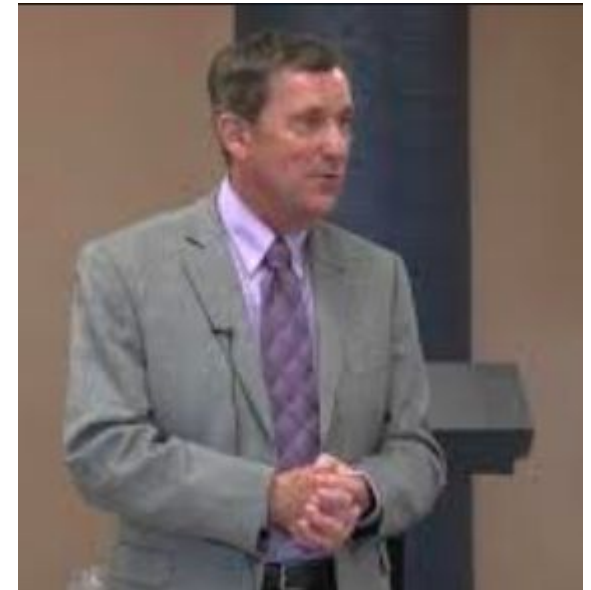
It all started with a Fire Extinguisher that lead to an an assault, that resulted in a world of lattes and ended with an amazing leader!

 News ▶ UK News ▶ Schools

England's worst schools REVEALED



Dr. Garry McKinnon



Act 5: Finale



Last Words from Kurt

- Person behind the leader - Can't give what you don't have
- Every interaction everyday every individual
- Relentless about student learning - high expectations
- Introducing the wave pictures





- The Hawaiian Wave—Collective Mindset Matters