

Leadership from Within

July 4, 2024

Presented by:

Shawna Warren, Superintendent, Sturgeon Public Schools

Dan Requa, Principal, Sturgeon Public Schools

Colleen Symyrozum-Watt, CASS Leadership Consultant



Which LQS competencies embody the concept of leadership from within?

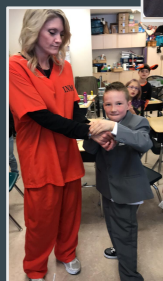


Land Acknowledgement

I acknowledge that we are on Treaty 7 territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Dene and Nakota Sioux, and the traditional homeland of the Métis. We acknowledge all the many First Nations, Métis and Inuit whose footsteps have marked these lands for centuries.

We at CASS commit to restoring and honouring the Truth and Reconciliation calls to action; we strongly believe that truth must be acknowledged to move forward to reconciliation. Together we call upon all our collective communities to build a stronger understanding of all peoples who dwell on this land we call home.





Introductions

Shawna Warren

- Superintendent
Sturgeon Public Schools



Dan Requa

- Principal
Sturgeon Public Schools

Introductions





Introductions

Colleen Symyrozum-Watt
• Cass Leadership Consultant



Leadership from Within Agenda

Know Your Core

Your Values

Your Purpose: Your Why

Leadership Constitution: Your Turn to Vision

20/20 Vision Clearing the Path Forward

Creation-Growing and Developing in Context

Collaboration- Mobilizing and Energizing

Action Steps: Progress

Evaluation: Results and Accountability

Next Steps

Some Parting Words from Our Leadership
Backbones, Hearts and Feet



Know Your Core Values

"Noble intentions and inspiring words are all very important. But we can't lead other people to become something that we are not ourselves."

~ Jim Clemmer

"Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence."

~ Sheryl Sandberg

Mission Statement



Core Values



List Your Core Values



Your Recipe for Leading Authentically



Core Values Drive Leadership Practice

Three Examples

1. Honesty

- Speak truthfully (Action)
- Admit mistakes (Action)
- Outcome: Builds trust

2. Accountability

- Take responsibility (Action)
- Follow through on commitments (Action)
- Outcome: Ensures reliability

3. Ethical Behavior

- Adhere to ethical standards (Action)
- Avoid conflict of interest (Action)
- Outcome: Maintains reputation



Values Auction

With your \$1000 dollars put a price on the values that drive your actions?



Core Value	Amount Allocated (\$)	Reason for Allocation
Integrity		
Empathy		
Accountability		
Innovation		
Collaboration		
Courage		
Transparency		
Resilience		
Humility		
Trust		
Others		



Values Auction: SOLD

Core Value
Integrity
Empathy
Accountability
Innovation
Collaboration
Courage
Transparency
Resilience
Humility
Trust
Others

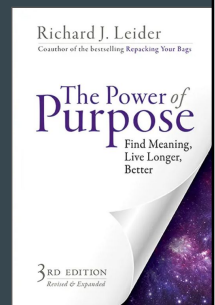
Reflection Questions:

1. Did you add any values? What were they?
2. Which value did you allocate the most money to and why?
3. Which value did you allocate the least money to and why?
4. How do these values influence your leadership practices?



Why do you get up in the morning?

- What is your purpose?
- Your direction?
- What is your reason for being?



Richard Leider

Author and Career Coach

The Power of Purpose

The Napkin Test™

The Purpose Formula

$$G + P + V = C$$

gifts

passions

values

calling



richardleider.com



It is NOT them...

It is NOT about you...

Leave your ego at the door

Ego

is the only requirement
to destroy any relationship.

Be a bigger person;
skip the "E" and let it "go".

Working hard for something
we **don't care about** is called **stress**.

Working hard for something
we **love** is called **passion**.

- Simon Sinek

Richard J. Leider
Coauthor of the bestselling *Repackaging Your Bags*

The Power of Purpose

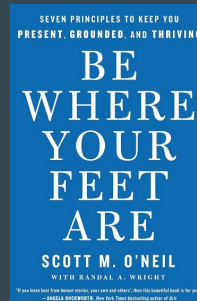
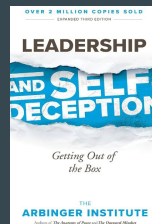
Find Meaning,
Live Longer,
Better

3RD EDITION
Revised & Expanded

Leading From Within Leading with Purpose Know your Why

- Know what matters to you
- Have a vision of what is possible and the passion to express it
- Take risks to make it happen
- Communicate with others to make them part of the process
- Check progress and results

Peter Urs Bender

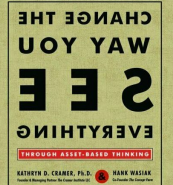


NATIONAL BESTSELLER

LEADERSHIP FROM WITHIN



Peter Urs Bender





Foundations: Where Are Your Feet Now?

- Reflect on
 - Your Current Role
 - Division's Vision, Mission and Values
 - Other helpful CONTEXT documents:
 - Division's Three-Year Education Plan
 - School-based Education Plan

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Leaders Seek Fulfillment

The ultimate goal of leadership is personal and shared fulfillment

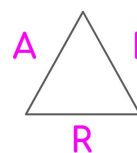
Leaders Make Progress

Lead yourself from where you are now to where you want to be

Leaders Create Results

Lead yourself from where you are now to where you want to be

Attitudes + Behaviour = Results



NATIONAL BESTSELLER

**LEADERSHIP
FROM WITHIN**

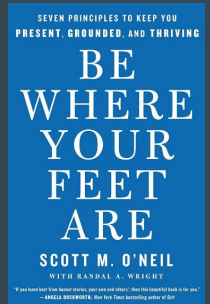


Peter Urs Bender



Leadership Constitution

- An articulation of the core qualities that you are. Not the roles you play. What you bring to the roles you play.
- Expressed in the positive.
- Not aspirational. Not what you want or hope to be one day. It is who you are committed to being. In every moment.
- Not based on sentiment, past or current behaviour.
- What you stand for. The qualities you are. Not what you think of yourself.
- Practiced through the act of declaring with witnesses who will hold you accountable.

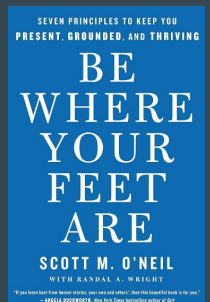


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Your Turn Leadership Constitution

- I declare that I am...
- You can count on me to...

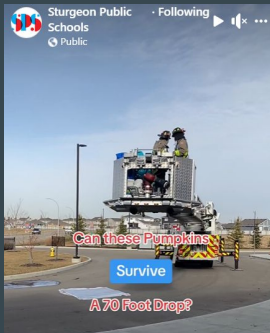


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Creating Mission, Vision & Values

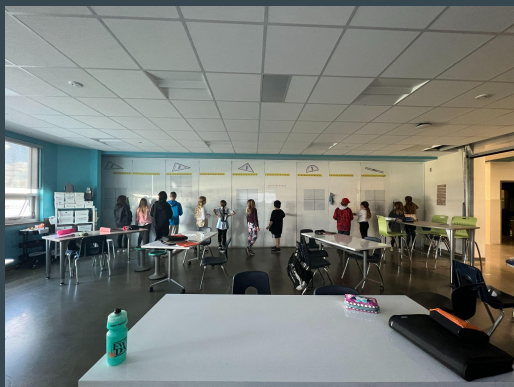


- Lacey Pasemko** 7:35 PM
@Jon MacGillivray and team!! You guys created such an awesome event that completely brought our FWPS community together. That was truly so heartwarming and special for those kids and families. I know how much work you put into it, and I hope you continue to do more. The student leaders were phenomenal. Nothing but great things to see and say. Congrats for such a great turn out. 😊👍
- Emily Shulha** 9:20 PM
Getting to see kids that don't always feel like they have a "place" giggling and having the best time was the most amazing. I love and appreciate that four winds truly has a place for everyone to be themselves and thank you for making that place for more of our students! Major props to Jon and everyone else involved ❤️ what an amazing way to head into break!!

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Creating Mission, Vision & Values



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Creating Mission, Vision & Values

- Questions?
- Take 3 minutes to reflect on your current situation and divisional mission, vision and values.
- Any amazing insights to share!?

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Group-Designed Universal Supports

- Setting the stage for effective learning environments.
- Not just a checklist.



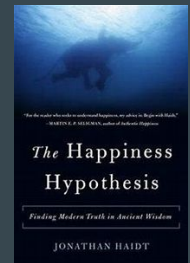
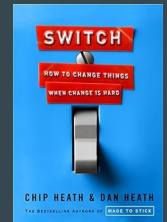
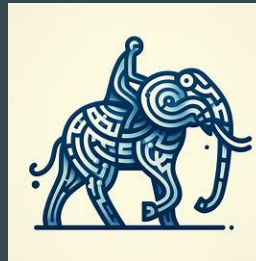
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Group-Designed Universal Supports

"Haidt says that our emotional side is the Elephant and our rational side is the rider. Perched atop the Elephant, the Rider holds the reins and seems to be the leader.

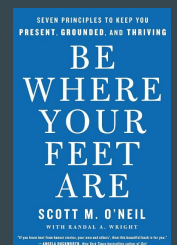
But the Rider's control is precarious because the Rider is so small relative to the Elephant. Anytime the six-ton Elephant and the Rider disagree about which direction to go, the Rider is going to lose. He's completely overmatched."



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Group-Designed Universal Supports



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Group-Designed Universal Supports

**Universal Supports
Grade 5**
Staff Goals

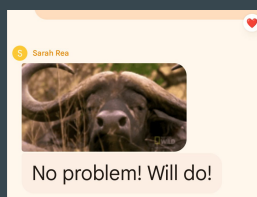
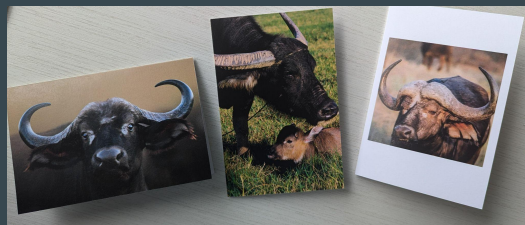
- Staff greets students at doors
Hallway sweeps before class
- Visual Schedules for Students
Supply Reminders/ Visuals
- Hallway clean-ups before class
Classroom Clean-ups at the end of class
- Highly engaging entry activities
Make classroom the rewarding space
Visual Seating Plan
- Release students as a whole class
Give permission before students take breaks
Regulation activities in the classroom

**Universal Supports
Grade 7**

**Universal Supports
Grade 6**
Staff Goals

- Consistent daily structure- visuals, schedules, supply reminders, monitor hallway/washroom breaks
- Greet students at the door
Hallway sweeps
Use FIRE Ballots for positive reinforcement
- Hallway clean-ups before class
Classroom Clean-ups at the end of class
- Keep spaces free of clutter
Assign classroom jobs
- Follow up if students are late/missing
Call parents-make positive connections

**Universal Supports
Grade 8**



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Group-Designed Universal Supports

Questions? Reflections?



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Leadership From Within: Parting Words

Know YOURSELF

Values, Purpose, Vision, Ethics, Professionalism

Be who you are, not who you think you should be

The trick is this: you have to be unflinchingly honest with yourself



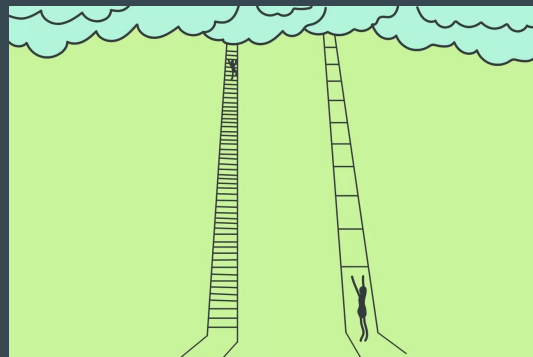
Leadership From Within: Parting Words

Know Your Context

Seek Feedback

Communicate Effectively

Document Activities

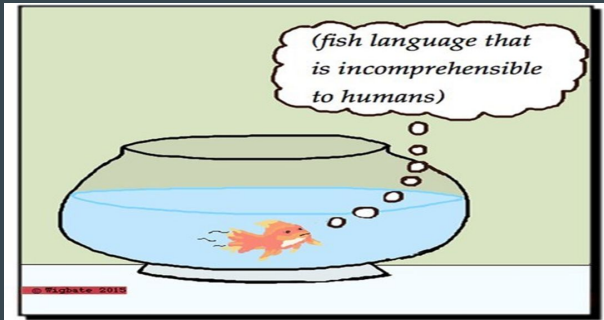


Leadership From Within: Parting Words

Be Present

Listen to Understand

Ask Beautiful Questions

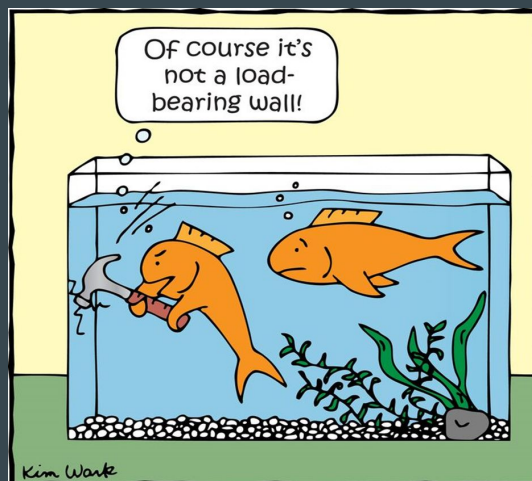


Leadership From Within: Parting Words

Be Present

Be Aware of Other's Needs

Putting Yourself in Someone
Else's Shoes



Leadership From Within: Parting Words

Be Present

Clear Your Mind of Judgements

Before you Judge Someone



Leadership From Within: Parting Words

Be Present

Refrain from using electronic devices

We NEED to Disconnect from Technology



Leadership From Within: Parting Words

Empower Others

Trust your team's capabilities

Create a culture of accountability and ownership

Celebrate successes

[Leadership: The Butterfly Story](#)



Leadership From Within: Parting Words

Foster a Growth Mindset

Be the Lead Learner

Encourage Innovation and Risk Taking

Lead By Example (Calmness is a Super Power)

Build Resilience





Thank You!

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A Pep Talk from Kid President to You