

Leading in the Fishbowl



Safeguarding Principal Identity and Wellbeing

Dr. Jodie Mattia & Dr. Erika E. Nelson
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Who We Are



Dr. Jodie Mattia



Dr. Erika Nelson



In today's session we will

01 Reflect on the current visibility of school leaders

02 Share insights from our recent research

03 Explore the importance of permissions

04 Work through common principal Identity Traps

05 Establish small actions to advance your practice



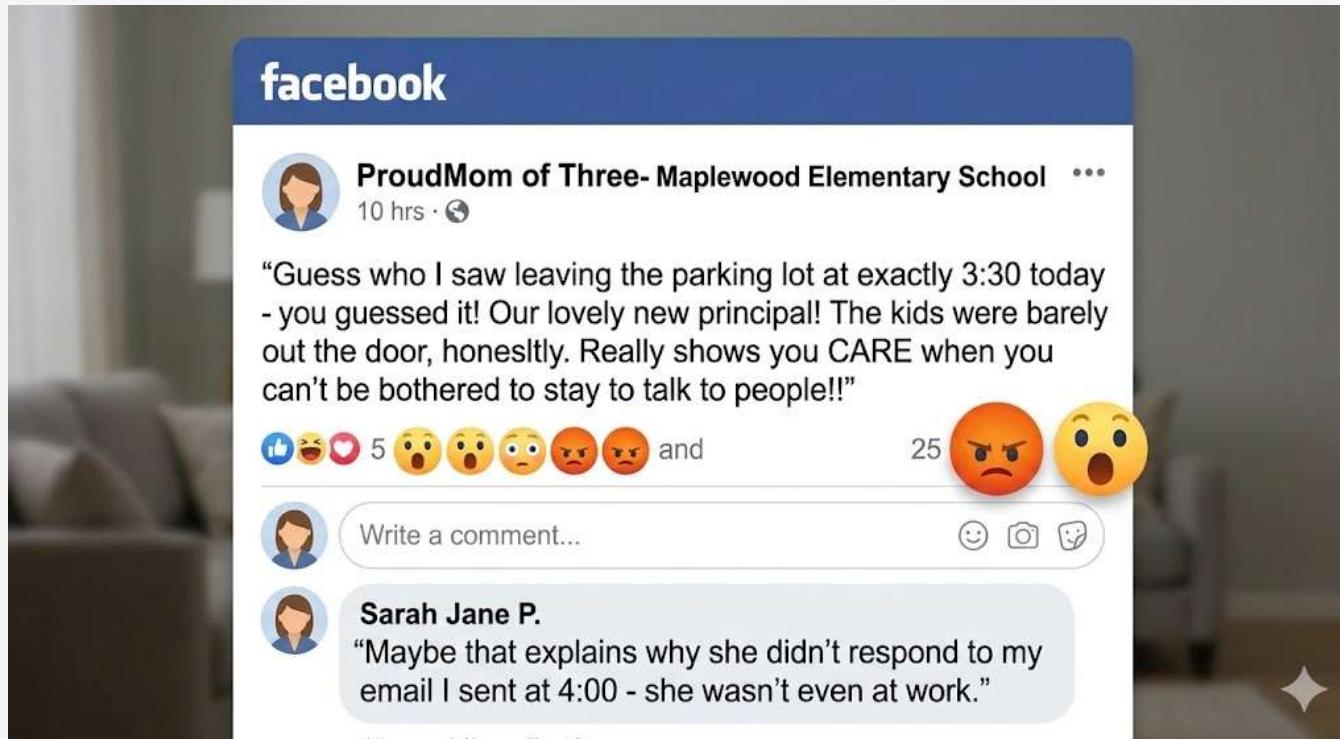
What is the fishbowl?



In Dr. Mattia's research it looked like this...



In Dr. Nelson's research it looked like this...





Welcome to the Leadership Fishbowl

Why this matters, to this audience

System leaders are a pivotal point in ensuring wellness and sustainability in school leaders.

System leaders are not responsible for individual wellbeing – but have the responsibility **for creating the conditions.**



Reflection

Where do you feel most visible as a leader?

- School
- Community
- Social media
- Everywhere

At your tables:

Where does leadership feel most *exposed*?
Where does leadership feel most *supported*?



What the Research Says



Jodie's Research

01

Awareness: what challenges school leaders

02

Acknowledgement: assumptions and realities of the role

03

Rural lens: strengths and challenges



Erika's Research

01 Role Conceptualization Continuum: Heart vs. Armour

02 Identity Dissonance - Two pathways for Principals

03 Parental Involvement Imperative Shift



Why now, more than ever

A decorative graphic consisting of several thick, wavy red lines that resemble a stylized flame or a series of connected loops, positioned in the upper right corner of the slide.

- The Visibility Paradox
 - The Culture of Martyrdom
 - Beyond Generic Self-Care
 - System-Level Imperative

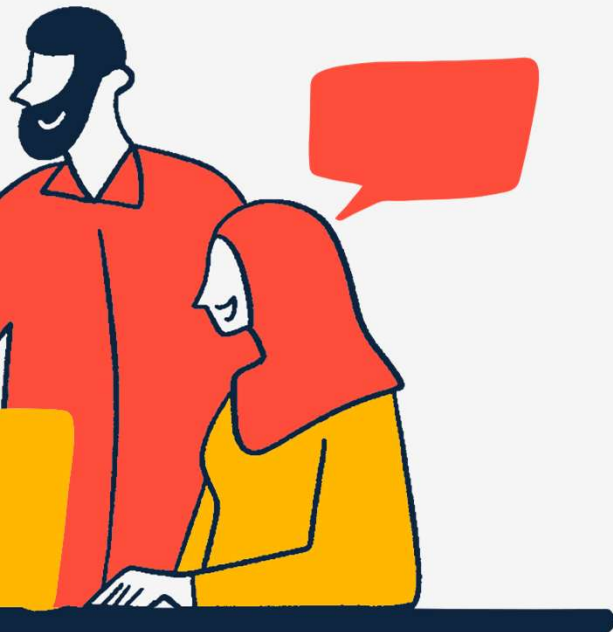


Identity Trap Gallery Walk

There are 3 stations around the room, each with a specific *Identity Trap* scenario.

At each station, discuss the provided prompt, jot down some notes with your system level response.

Note: scenarios in handout





Identity Trap Gallery Walk

Where to Start

What is your email management style?

Station 1: "Inbox Zero is a way of life."

Station 2: "I flag things and get to them eventually."

Station 3: "I have 1,000+ unread emails and sleep just fine."





Identity Trap Gallery Walk

Where to Start

The "Rock, Paper, Scissors" Evolution

The winner goes to Station 1.

The person who didn't win finds another person who didn't win. They play again. The winner goes to Station 2.

If you have lost twice, go to Station 3.



Permission Slip Activity

What permission do school leaders need
but rarely give themselves?



My Commitments



One thing I will stop

One thing I will start

One thing I will protect



Table Takeaways



Leadership identity is not something you sacrifice to the role.



School leaders cannot lead sustainably if their identity disappears inside the role.

The system must protect the person behind the position. And system leaders are at the helm.

Thank You

Please don't hesitate to reach out with any feedback or inquiries.

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