



# Leadership Development

*Anywhere, Anytime*

## Practical Tips for School Leaders – #32

July 22, 2020

### *“Live Your Excellence. Bring Your Best Self to School Every Day”*

The most important resource in any organization are the people. Leaders influence the growth and subsequent effect of people in the organization in various ways. Each day you have an opportunity to positively influence and impact the professional development of those around you. Leadership publications describe this as the sphere of influence. What do you identify as the spheres of influence in your school or department? Do the spheres interconnect? Are there systems in place where one small gesture, action or behavior has the potential to spread throughout the entire school/department positively?

Melissa Lime, AP at FCA, has invited other Assistant Principals to discuss the book *Live Your Excellence* by Jimmy Casas over the course of three sessions. The book is a quick read with reminders of the impact of human actions, beliefs and behaviors on the health, wellbeing and productivity of the people we lead. Today's discussion centered on the importance of investing in faculty and staff through the intentional application of several strategies.

The reopening of schools for 2020-2021 brings many questions and many 'new' ways of teaching, managing and leading to achieve the highest results for all students and faculty. Jimmy Casas recommends the following steps be considered to empower people to attain the highest results:

- Determine the outcome – Communicate clearly what you want to achieve
- Establish clear expectations – Clarity influences outcomes
- Provide examples – Model with exemplars
- Provide opportunities for questions – Increase understanding and minimize ambiguity
- Review your expectations – Define the 'why'
- Follow-up in a timely manner - Offer support and coaching when appropriate
- Show appreciation of everyone's work – Formally and informally celebrate successes
- Provide specific, actionable feedback - Provide feedback in a timely manner, invite dialogue, seek to understand the 'why'

**'Relationships are not something you can outsource.'**

Jimmy Casas