Taking Wallace Research to Practice:

Five Key Practices of Effective Principals

February 2, 2015

National Association of Elementary School Principals and The Wallace Foundation Webinar Series
The School Principal As Leader:
Guiding Schools to Better Teaching and Learning
2013

Since 2000, the Wallace Foundation has published more than 70 reports on leadership.

www.wallacefoundation.org
www.naesp.org
The Five Key Practices

- Shaping a vision
- Creating a positive climate
- Cultivating leadership
- Improving instruction
- Managing for school improvement

Which one do you think is the most critical?
Which of the following principal behaviors is most important to creating an environment for school success.

- Demonstrates knowledge of curriculum/instruction
- Has communication skills-questioning/feedback/listening
- Leads with a strong vision & beliefs about community
- Displays management skills-people, data, processes
- Exhibits resiliency & situational awareness as a change agent
Julie Hasson, Principal
Symmes Elementary School

Missy Lennard, Principal
Stowers Elementary School

Hillsborough County Public Schools, Florida

Carol Riley, Moderator
NAESP Associate Executive Director, Professional Learning and Outreach
Purposeful Practices for Enacting the 5 Keys
School leadership and improved student achievement are empirically linked

Leadership is second only to classroom instruction in school-related factors that impact student learning

The School Principal as Leader: Guiding Schools to Better Teaching and Learning. Wallace, 2013
Five Key Practices

• Shaping a vision of academic success for all students.
• Creating a climate hospitable to education.
• Cultivating leadership in others.
• Improving instruction.
• Managing people, data and processes to foster school improvement.
Seven in ten principals report that the job has changed compared to five years ago and most (75 percent) think that the job is now too complex.

About half of all principals (48 percent) report that they feel that they are under great stress in their jobs several days a week.

MetLife Survey, 2013
Session Objective

To explore strategies that principals can utilize to reduce reactivity and increase positive impact through intention and focus on the five keys.
P = Purposeful Principal-ing

“A person without purpose is like a ship without a rudder.”

*Thomas Carlyle*

Purposeful = Setting Intention + Focusing Attention
U = Understanding Triggers

“Whatever is begun in anger ends in shame.”

Benjamin Franklin
R = Reacting Slowly

“You will never reach your destination if you stop and throw stones at every dog that barks.”

Winston Churchill
P = Planning Proactively

“What you do today improves all of your tomorrows.”

Ralph Marston
# Sample Daily Planning Template

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00</td>
<td>Greet teachers, ensure substitute coverage if needed</td>
</tr>
<tr>
<td>7:30</td>
<td>Student Arrival/Supervision</td>
</tr>
<tr>
<td>8:15</td>
<td>Calendar Meeting with Office Staff</td>
</tr>
<tr>
<td>8:45</td>
<td>Observation in Mrs. Saddler’s classroom <em>(Focus on Engagement)</em></td>
</tr>
<tr>
<td>9:45</td>
<td>Walkthroughs in 1st grade classrooms</td>
</tr>
<tr>
<td>10:30</td>
<td>Feedback/coaching conference w Mrs. Treece <em>(Focus on Engagement)</em></td>
</tr>
<tr>
<td>11:00</td>
<td>Buffer time for unexpected tasks</td>
</tr>
<tr>
<td>11:30</td>
<td>Work with 4th graders in RTI Reading Group</td>
</tr>
<tr>
<td>12:15</td>
<td>Working Lunch with Assistant Principal</td>
</tr>
<tr>
<td>12:45</td>
<td>Gather information for Unit Projections</td>
</tr>
<tr>
<td>1:00</td>
<td>Check and respond to e-mail</td>
</tr>
<tr>
<td>1:30</td>
<td>Meet with Guidance Counselor re: Service Project</td>
</tr>
<tr>
<td>2:15</td>
<td>Student Dismissal/Supervision</td>
</tr>
<tr>
<td>2:45</td>
<td>Meet with 3rd Grade PLC <em>(Focus on Engagement)</em></td>
</tr>
<tr>
<td>3:30</td>
<td>Parent Meeting with the Johnsons</td>
</tr>
<tr>
<td>4:00</td>
<td>Check and respond to e-mail</td>
</tr>
</tbody>
</table>

## Tasks for Today

<table>
<thead>
<tr>
<th>Task</th>
<th>Important?</th>
<th>Urgent?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter to send to families about service project</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Quick written feedback for Mrs. Treece</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Unit Projections Report to District Office</td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>
O = Observing and Listening Carefully

“To acquire knowledge, one must study; but to acquire wisdom, one must observe.”

Marilyn Vos Savant
S = Seeking Feedback

“The universe speaks to us first in whispers. If we don’t pay attention to the whispers, it gets louder.”

_Oprah Winfrey_
"If you are irritated by every rub, how can you ever be polished."

Rumi
F = Feeding Your Body, Mind and Soul

Depleted  Disengaged  Engaged  Energized
Everyone has a fire inside. Leadership's role is throwing gas on it.

Leadership Freak
U = Using Authentic Leadership

“The principal is the filter for whatever happens in a school.”

Todd Whitaker
L = Letting It Go

“For every moment you remain angry, you give up sixty seconds of peace.”

Ralph Waldo Emerson
Igniting the Five Keys through Purposeful Practices

- **P** = Purposeful Principal-ing
- **U** = Understanding Triggers
- **R** = Reacting Slowly
- **P** = Planning Proactively
- **O** = Observing and Listening Carefully
- **S** = Seeking Feedback
- **E** = Embracing the Challenges
- **F** = Your Body, Mind and Soul
- **U** = Using Authentic Leadership
- **L** = Letting It Go
Closing Thoughts…

In order to move our schools forward, we must avoid reacting and letting others determine urgency. We must be proactive and create a plan to enact the five keys. We must set an intention each day and remain focused on that intention. We must nurture ourselves as well as others so that we cultivate the energy to lead.
Five Key Practices of Effective Principals

Q & A

Write your questions for the presenters in the chat box.
National Association of Elementary School Principals

THANK YOU!

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Missy Lennard
julie@purposeful principals.com

Carol Riley
criley@naesp.org
Future Webinar
Taking Wallace Research to Practice
Five Key Practices of Effective Principals

February 18, 2015, 4:00 p.m. – 5:00 p.m. (ET)

Theresa West, Retired Principal, McNair Elementary School, Herndon, VA

Carol Riley, Associate Executive Director, Professional Learning and Outreach, NAESP

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