Taking Wallace Research to Practice:

Five Key Practices of Effective Principals

National Association of Elementary School Principals and The Wallace Foundation Webinar Series

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Since 2000, the Wallace Foundation has published more than 70 reports on leadership.
Which one do you think is the most critical?

Creating a positive climate

Shaping a vision

Cultivating leadership

Improving instruction

Managing for school improvement

The Five Key Practices
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Five Key Practices

• **Shaping a vision of academic success for all students**, one based on high-standards.

• **Creating a climate hospitable to education** in order that safety, a cooperative spirit, and other foundations of fruitful interaction occur.

• **Cultivating leadership in others** so that teachers and other adults assume their parts in realizing school vision.

• **Improving instruction** to enable teachers to reach at their best and students to learn at their utmost.

• **Managing people, data, and processes** to foster school improvement
AUDIENCE POLL

If we could focus on one key practice today, which would you prioritize as most important?

- Shaping a vision of academic success for all students
- Cultivating leadership in others
- Improving instruction
- Creating a climate hospitable to education
- Managing people, data, and processes
Soft Skills

Technical Skills

• Michael Fullan

• Daniel Goleman

• Jim Collins

Institute for Health and Human Potential
http://www.ihhp.com/free-eq-quiz/
Shaping a vision of academic success for all students, one based on high-standards.
Creating a School’s Vision

What’s our purpose?

What do we want to create together?

What can we become in the future?

Activity:

Have your staff reflect on two questions:

What teacher most influenced you?

What attributes made that teacher so great?
**Strengths Weaknesses Opportunities Threats**

**SWOT Analysis**

**Academic Success for All Students**

<table>
<thead>
<tr>
<th>STRENGTHS</th>
<th>WEAKNESSES</th>
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<tbody>
<tr>
<td>Strong staff with low turnover</td>
<td>Parents not engaged/homework</td>
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<tr>
<td>Willing to get outside evaluation of school</td>
<td>Language and Reading test scores low</td>
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<tr>
<td>MS states students come prepared in math and science</td>
<td>Some students not engaged</td>
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<td>Strong use of technology as a resource to support classroom instruction</td>
<td>Teachers were teaching the same curriculum inconsistently</td>
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<tr>
<th>OPPORTUNITIES</th>
<th>THREATS</th>
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<tr>
<td>Better professional development for common core</td>
<td>Lack of planning time for PLCs</td>
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<td>Needs assessment of segments of students (grade/ESL/low motivated, etc.) to make decisions for goals</td>
<td>Changing demographics of students</td>
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<td>Redesign schedules-research other schools</td>
<td>ESL numbers are increasing each year</td>
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<tr>
<td>Change is uncomfortable for some staff</td>
<td>Putting aside lessons that have been used for years</td>
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Elizabeth Jones
Elementary School
VISION

All students will achieve academic and personal success.
Personal Commitment

- Will I be able to live with the new vision?
- Will I be able to support the new vision?
- What will the new vision expect of me?
- How will my world change as a result?
- Will I be able to continue doing what I've always done? Why or why not?
- What will I need to support this new vision?
- What is my part in making this vision a reality?
Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

Andrew Carnegie
Creating a climate hospitable to education in order that safety, a cooperative spirit, and other foundations of fruitful interaction occur.

- Building on Strengths
  - Appreciative Inquiry
- Building Collaborative Teams
- Knowing Your Staff
- Empowering Student Voice
- Inviting Parent Engagement
Changing your culture one conversation at a time.

• What are some important conversations that you would like to have?

• In your question box, write why you are hesitating to have that conversation.
Reflection

People are saying.....
Resources

Crucial Conversations: Tools for Talking When the Stakes are High

How to Discuss What Matters Most

We Have to Talk: A Step-By-Step Checklist for Difficult Conversations

www.judyringer.com
Cultivating leadership in others so that teachers and other adults assume their parts in realizing school vision.

- Nurture talent
- Encourage growth
- Goal setting
- Discuss how their learning ties into our school’s vision
Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever does.

— Margaret Mead
Howard Gardner

• Being around people who are comfortable with taking chances
• Willing to try to ideas and not deterred by failure or a need to change course
• Provoking deeper thought through telling stories
• Showing sensitivity to the aspirations and fears of others through strong interpersonal skills
Improving instruction to enable teachers to reach at their best and students to learn at their utmost.

- Professional learning teams
- Supervision and evaluation process
- Appropriate professional development, one size does not fit all
- Data to inform instruction, let the teachers do the digging!
- Collaborative learning visits
Managing people, data, and processes to foster school improvement

• Putting systems into place
• Data drives instruction
• Build processes into what you do
We do not learn from experience...we learn from reflecting on experience.

John Dewey
Five Key Practices of Effective Principals

Q & A

Write your questions for the presenters in the chat box.
THANK YOU!

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We are fortunate to work in an honorable profession where we have the POWER, the ABILITY and the COMPASSION necessary to make the world a better place!