WASHINGTN
Establish community. “To create a positive mindset around discipline, we started ACEs workshops and restorative practices, including community circles where [children feel] safe, seen, heard, and valued.”
— JoAnne Duncan, Ellensburg, Washington (@joanneduncanjo)

MONTANA
Put culture first. “School culture eats strategy for lunch! Build relationships with students and staff to change and promote school culture.”
— Jon Konen, Great Falls, Montana (@jonkonen)

IOWA
Give staff a say. “[Being] involved in decisions [helps] validate their work and recognize their contributions, which may be able to reverse disengagement.”
— Jeremy Braden, Ankeny, Iowa (@bradenstate, @bradenstated)

ARKANSAS
Lead with empathy. “Leading with empathy is the key to shifting from punitive practices to discipline that changes people (kids) for the better.”
— Bethany Hill, Cabot, Arkansas (@bethhill2829)

CALIFORNIA
Create a culture. “In order to allow innovation to flourish, leaders need to create a school culture that supports it, encourages it, and inspires it to take root.”
— Jessica Gomez, Alice Birney Elementary School, Colton, California (@mrsjessgomez)

TEXAS
Be accountable. “[Create] staff relationship agreements and campuswide instructional expectations that encompass academic and social priorities.”
— Katie Brittain, Dallas, Texas (@brittainka)

NORTH CAROLINA
Never stop learning. “By taking the time to engage in the learning opportunities available to us, we enable ourselves to innovate new strategies or techniques.”
— Robert Breyer, Broadway, North Carolina (@rbreyer51)
Educators across the country share some of their most effective innovations

**MICHIGAN**

**Lead with positivity.** “Leading with a positive lens can not only keep leaders in the profession longer, but [it] can also have a huge impact on teachers, school culture, and even the community.”

— Shanna Spickard, Milan, Michigan (@sspickard)

**MASSACHUSETTS**

**Build teacher teams.** “Teacher-led instructional leadership teams (TILTs) drive school and districtwide change, giving all staff a voice.”

— Christopher Dodge, Orange, Massachusetts (@PrincipalDodge1)

**DELWARE**

**Ensure administrators get classroom time.** “A leader’s philosophy on climate, culture, and discipline practices should be explained and modeled.”

— Jerod Phillips, Magnolia, Delaware (@japhillips0722)

**NEW JERSEY**

**Collaborate on a mission.** “Through collaboration with students, staff, and parents, [we] teach the value of LEADS (lifelong learners, empowerment, awareness, diversity, and sense of purpose).”

— Louis Caruso, Madison, New Jersey (carusol@madisonnjps.org)

**PENNSYLVANIA**

**Try teaching.** “Allow teachers [to] observe principals delivering instruction. Principals benefit from the experience and have a better understanding of the expectations.”

— Edward J. Smith, Chester Springs, Pennsylvania (@WVEElementary)

**Emphasize the mission.** “Consider amplifying [the] mission and nonsalary benefits in order to attract (and keep!) the best and the brightest leaders of the next generation.”

— Steven Lin, Richland, Pennsylvania (@stevenlin83)

**VIRGINIA**

**Study the students.** “Teachers [should] research the social, behavioral, and academic histories of each child to prepare each lesson not only for equity, but also for empathy.”

— David Leath, Richmond, Virginia (@DrLeath_HCPS)

**Take it to the streets.** “We [brought] engagement events to parents in the community [by hosting] pop-up workshops. These initiatives [and] positive school spirit began to turn the school around.”

— Belinda Rippon, Accomack County, Virginia (@twngls3)