

Women in Pre-K-3 Leadership Webinar Series

Overcoming Leadership Obstacles

May 6, 2020

Speakers: Dr. Julie Davis, Executive Director, OAESA;
Rhonda Rhodes, NDP, Principal, Taylors Elementary School;
Kris Friesen, NDP, Principal, York Elementary School



JOIN ME IN THE HANG SPACE

*Dr. Julie Davis, Executive Director
Ohio Association of Elementary School Administrators*

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LEAVING THE PLATFORM

- Expectations vs. Reality
- Leap vs. Push



Discussion Question: How are you hanging? What is this hang space like for you and how is the reality of it different than your expectations?

STRENGTHS AND ASSETS WOMEN BRING TO THE HANG SPACE

- Empathy
- Strength
- Adaptability
- Balance

EMPATHY AND CARING

“Leadership is about empathy. It is about having the ability to relate to and connect with people for the purpose of inspiring and empowering their lives.”

- Oprah Winfrey

Poll: We are great at helping others, but how are you at **asking for help?**

- Always
- Sometimes
- Rarely
- Never

PHYSICAL, MENTAL AND EMOTIONAL FORTITUDE



REACTING TO AMBIGUITY

Poll: The hang space is full of ambiguity, how do you react to this level of uncertainty?

- Barely tolerating
- Tolerating
- Going with the flow
- Enjoying the adventure



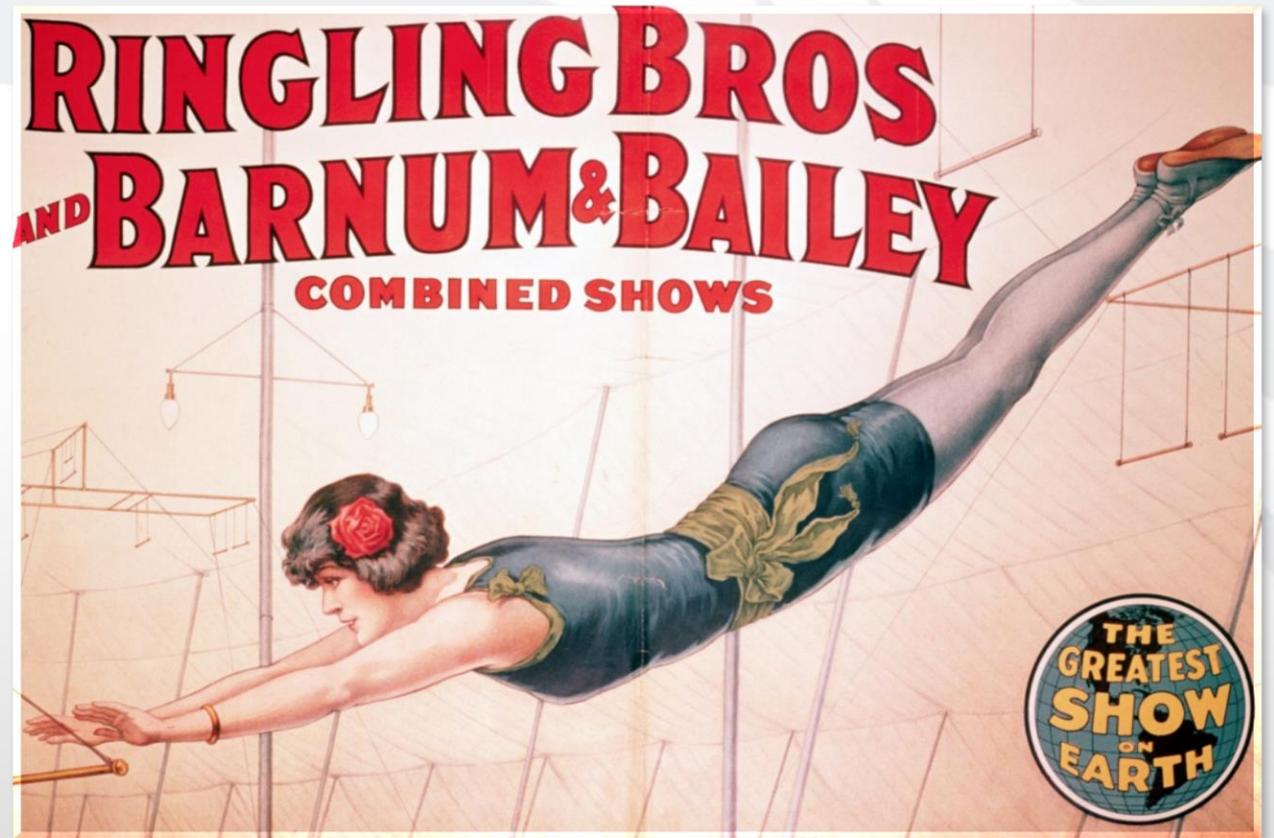


BALANCING ACT

- What does it take to keep it all from toppling?
- Do we have to do it alone?
- What is our support system?

ADVOCATING FOR YOU IN THE NEW

- Awaken
- Acknowledge
- Advocate





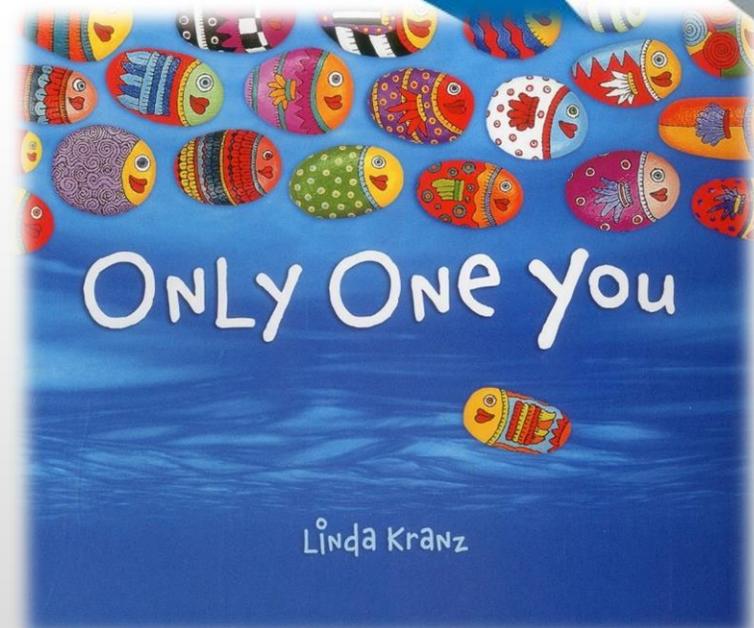
What is Important?

YOU
are
IMPORTANT

Rhonda Rhodes, NDP, SCASA (South Carolina
Association of School Administrators)

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How DO you build a plane while flying it?



What is important?

- Oxygen Mask Analogy
- Self-Care
- Balancing
- Having your own “tribe”
- Remember you WHY



Connected and Committed

- “Zooming” every day
 - Weekly Faculty Meetings
 - Weekly Principal Meetings
 - Faculty Council/Leadership Team
 - Grade Levels
- Teacher Appreciation Week (drive thru “dinners, On-Line Trivia)
- Food Bags with local church – delivered to homes
- Student Engagement – Accountability and Checking on Families (left notes on porches)
- Partnered with a new church for Wifi Spot in a neighborhood
- Virtual Dance Party
- Virtual Field Day
- Instructional Packets Drop-Off
- Professional Organizations –
 - NAESP
 - SCASA (South Carolina Association of School Administrators)

Connected and Committed with Faculty and Staff

- “Zooming” every day
 - Weekly Faculty Meetings
 - Weekly Principal Meetings
 - Faculty Council/Leadership Team
 - Grade Levels
- Teacher Appreciation Week (drive thru “dinners, On-Line Trivia)
 - Sweet Tooth Thursday
 - Face Mask Friday



TEACHER APPRECIATION
QUARANTINE EDITION MAY 4-8TH

Monday
BEING HOME IS NOT IT'S ALL CHALKED UP TO BE
Use sidewalk chalk to draw your teacher a picture or write a message. Email, send through Class Dojo or share on Facebook.

Tuesday
THROW SOME LOVE TO YOUR RELATED ARTS TEACHERS
Take a photo doing art, music, STEAM, PE, computer lab and email or share on Facebook.

Wednesday
WRITE A RHYME FOR YOUR TEACHER
Write a poem with a rhyme, it only takes a little time. Email, send through Class Dojo or Facebook share the poem or a video of you reciting it.

Thursday
FLOOD YOUR TEACHER'S EMAIL TODAY
Share a favorite memory from this year. Or draw a picture. Email, send through Class Dojo or share on Facebook.

Friday
I MISS YOUR FACE
Send your teacher a photo or post on Facebook with the hashtag #wemissourteachers



TEACHER APPRECIATION WEEK

Taylor's PTA and your Admin would like to treat the staff to dinner on Monday May 4th between 4-6 pm at Texas Roadhouse. All you have to do is drive up during these times and tell them you are with Taylor's Elementary and choose between Steak and Grilled Chicken.

Thank you for all of your hard work, endless support, and love for our students.

Connected and Committed with Students

- “Google Meets” every day
 - Special Area Teachers Join
 - Admin Joins
- Virtual Dance Parties
- Virtual Field Day
- Virtual Award’s Day
- Mystery News Show Hosts



“

RELATIONSHIPS before rigor

GRACE before grades

PATIENCE before programs

LOVE before lessons

Brad Johnson
EDUCATOR

edutopia

Connected and Committed with Families

- Food Bags with local church – delivered to homes
- Staff Video Messages to encourage families
- Partnered with a new church for Wifi Spot in a neighborhood
- Virtual Field Day
- Instructional Packets Drop-Off

Week of March 30th-April 3rd

Monday is **"Put First Things First"**. Post a photo of yourself working in your new school space.

Tuesday is **"Be Proactive."** You can choose your own weather and attitude. Share something you love about yourself. Maybe a hidden talent you discovered during this time. We will also have our Morning News Show at 9:00 on Facebook Live.

Wednesday is **"Sharpen the Saw"** with Work Out Wednesday! You can post a picture of you doing some kind of physical activity.

Thursday is **"Begin with the End in Mind"** Do you have a plan? Share of photo of you building or creating a project. We will also have our Morning News Show at 9:00 on Facebook Live.

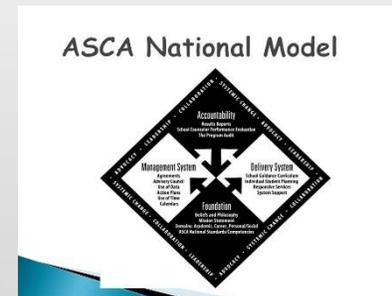
And Friday is **Synergize!** Together is better and we are still together. Post a pic in your favorite Taylors shirt.



Resources and Support



- District Support
- SCASA (South Carolina Association of School Administrators) Spreadsheet on Engagement
- NAESP
- Leader In Me
- CASEL (Collaborative for Academic, Social and Emotional Learning)
- ASCA (American School Counselor Association)



New Leadership Styles

- Stretched me to think beyond typical scenarios
 - Innovation
 - Trying New Things
- Continued Cheerleader
- Always Practicing Empathy
 - Granting Grace but for me Accepting Grace

**Give Grace,
Accept
Grace**

Who is “my go-to?”

- Husband – (Personally and Professionally – Director of School Counselors)
 - Mom
 - Children
- My Instructional Leadership Team
- My Assistant Superintendent
- My School Counselors
- My Entire Staff
- My Tribe – group of female principals and friends
- Colleagues



Make sure your Weekend Looks Different than your Weekdays

Community Builder: To our good health



1. Take a gratitude photo.
2. Check-in on someone.
3. Move your body.
4. Make someone else's day.
5. Take a ridiculously deep breath.
6. Take a brain break every 25-30 minutes.
7. Choose one day not to work – get all the exercise, drink all the water, listen to all the favorite music.
8. Write a letter of congratulations to your future, post-quarantined self.
9. Our primary role right now more than ever is being society's ambassadors of hope.
10. Journal about it; all of it.
11. Make a summer bucket list.
12. De-clutter something.
13. Adventure.
14. Laughter!
15. Work on a hobby—or start a new one!
16. Rest!
17. Treat yourself!
18. Establish and maintain healthy boundaries for yourself and for your time. Yes, even—and especially—during a quarantine.
19. Less scrolling. Tune out for a bit.
20. Find a safe way to say thank you to an essential worker.

Weekend self-care invitations:

- Ensure that your weekend feels different than your week.
- Sink fully into your weekend.

Source: Dr. Tina Boogren (@THBoogren) author *180 Days of Self-Care for Busy Educators*.

• Sink fully into your weekend.

What number for you?

HERE'S TO *strong* WOMEN.
MAY WE *know* THEM.
MAY WE *be* THEM.
MAY WE *raise* THEM.





Lessons from the Big Screen

Everything I ever really needed to know I have learned from Disney & Pixar

*Kris Friesen, NDP, Principal
York Elementary School, Nebraska*

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Culture.....Ohana Means Family

- Learn the culture of your building & community
- Honor tradition, but don't be afraid of change
- Todd Whitaker-"Go to your very best..."
- Anonymous surveys-tough to do, great information
 - Realize that you cannot please everyone
- Human-Ex
 - Working with staff and students to promote culture
- Create a culture where it is ok to take risks

Team Work Never, Ever Fails



Bring all voices to the table.....



- Collaboration is a mindset, not a verb
- It should be a part of every process you do:
 - Hiring Process~Teacher Committee
 - Building Wide Decisions~Building Leadership Teams
 - Grade Level/Content Areas-weigh in on decisions
- Rely on your team!
- Plant the seed, get others involved that bring something special/unique to the table, sit back and listen & learn
- Always look for ways to build capacity within your staff....give opportunities to those that have the gift of leadership

Who is your Rafiki.....

- Mentors & a loyal Pride Pack are essential for us to keep balance and perspective
- Choose someone who asks you tough questions, pushes you to be accountable
- Surround yourself with those that push you out of your comfort zone when you need and also reel you back in when you need that
- Iron sharpens Iron, choose your peer group wisely
- Networking keeps you current:
 - Principal Facebook Groups
 - Twitter
 - National, Regional, State & Local Organizations
- Don't overlook the important partners in your community
- Make sure you are always taking the chance to tell your story!



Chat Box Question: Who is your Rafiki & what role do they play in your professional/personal life?

Peaceful Warrior

- Take chances
- A comfort level of discomfort
- Don't limit yourself and miss out on professional opportunities, life experiences & personal growth
- “**Vulnerability** is not winning or losing; it's having the **courage** to show up and be seen when we have no control over the outcome.” ~Brene Brown
- BE VULNERABLE
- BE STRONG
- CONTROL WHAT YOU CAN CONTROL



Just Keep Swimming.....



- Marlin moves through the grief process when Nemo went missing
- COVID19 has felt a lot like a grief process
 - We are taught to maintain routines, especially for kids as they find comfort in predictability
 - Zooms, connections, announcements, weekly awards
 - We surround ourselves by those that are familiar to us
 - Checking in often on families
 - Connectivity, food, shelter
 - Social Emotional Health~daily √-ins
 - Ask about their job, how the school piece is going
 - Find ways to connect~driveway dates, scavenger hunts, ENGAGEMENT
- Be authentic
- No script.....

Wrap Up.....Q/A Time

- On behalf of Julie and Rhonda and myself we would like to thank you all for tuning in would love to hear more about you and your stories! We also would like to extend a special thank you to Honor Fede and Gracie Branch for all of their work in bringing this webinar together!
- At this time if any of you have any questions for either one of us fire away.....

Coronavirus/COVID-19 RESOURCES

Upcoming COVID-19 Taskforce Events

- **Leading Virtual Learning Communities webinars:**
 - **School Nutrition and Summer Enrichment Activities During COVID-19**
May 14, 2020 | 2:00 – 3:00 p.m. ET | [Register Now!](#)
- **Principal(ing) in Place: An Evening to Connect, Learn, and Laugh webinars:**
 - **Tales From a Leader: Ways to Infuse Literacy Into Your Virtual Leading**
May 7, 2020 | 8:00 – 9:00 p.m. ET | [Register Now!](#)
- **Live at 5 ET: You Ask, We Answer!**
 - May 12, 2020 | 5:00 – 6:00 p.m. ET | [Register Now!](#)