

WELCOME

Review

Todd Whitaker “*What Great Principals do...*”

Education

- Elementary School in Arvada (Hackberry Hill)
- Jr. and Sr. High in Littleton (Euclid, Heritage)
- University of Southern Colorado (82-85)
- B.A. Adams State College (87)
- Ed.M. Oregon State University (91)
- Admin. Certificates Portland State University
- Educational Leadership Program CU-Denver

Professional Experience

- **Teacher/Coach (1987 – 1995)**
 - All levels K-12 thru College
 - HS and College Football
 - Boys Basketball, Girls Basketball, Wrestling, Track and Field
- **Building Level Administrator (1995 – 2007)**
 - Assistant Principal
 - Athletic Director
 - Principal – 2 Buildings
- **District Level Administrator (2007 – present)**
 - Feeder Director, Level Director
 - CTE Coordinator
 - Assistant Superintendent – Secondary Education

Last 4 weeks

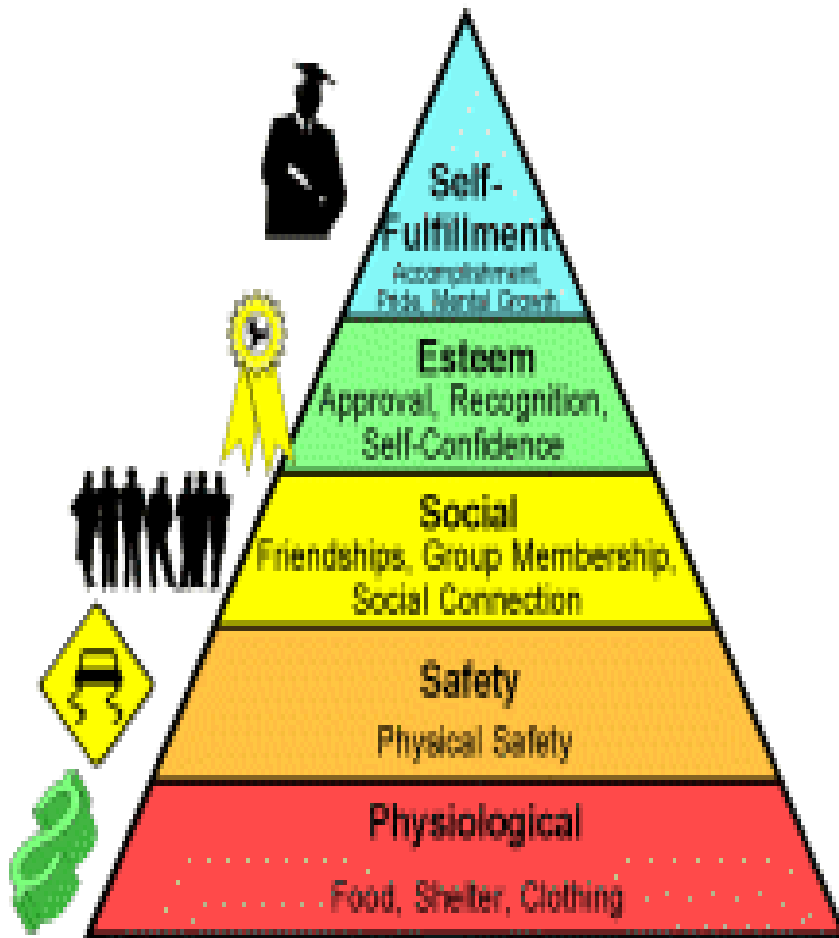
Met with several groups and individuals:

- Teachers
- Staff
- Parents
- Community
- Religious Community
- Legislators
- Various groups

Heard two “major” themes:

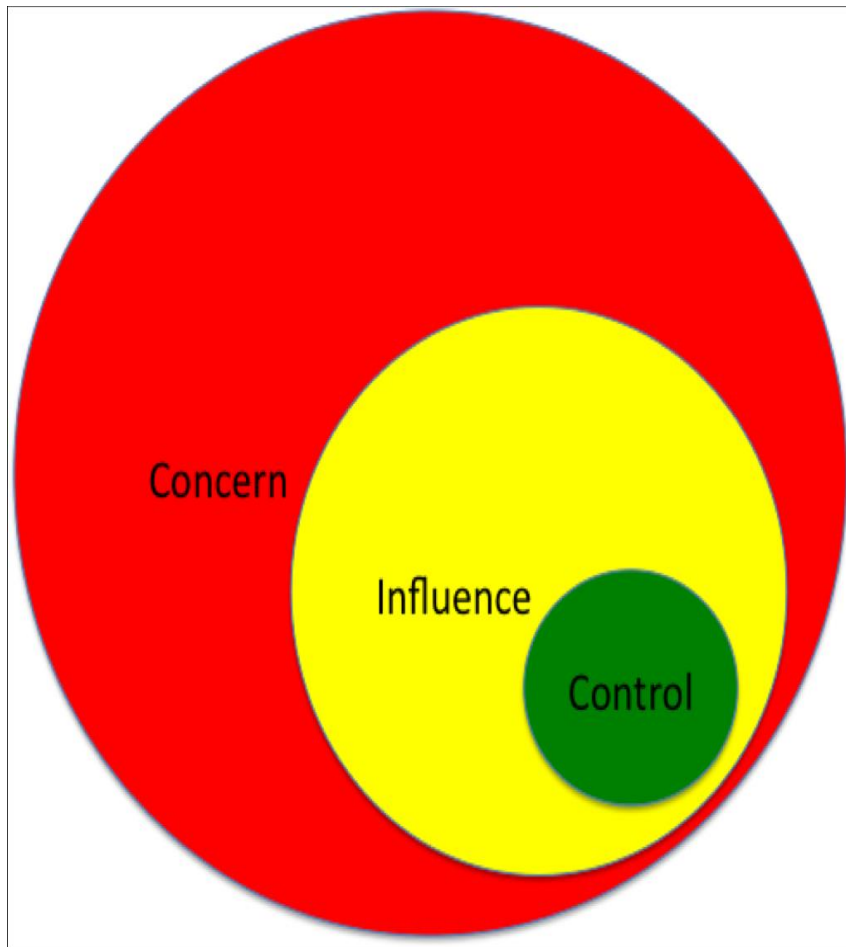
- Tremendous pride in Jeffco schools.
- Acknowledgement that we can do some things differently to improve.

Maslow's Hierarchy of Needs



Self - Fulfillment	Accomplishment, Pride, Mental Growth. Do your best work!
Esteem	Approval, Recognition, Self Confidence
Social	Belonging, Friendships, Group, Social Connection.
Safety	Stability, Security, Consistency in world. Protection from physical and emotional harm.
Physiological	Air, Water, Food, Sleep, Shelter.

Circle of Concern



We have three circles of importance to us.

- ***Circle of Concern:***
important but no control
- ***Circle of Influence:***
important and some level of influence.
- ***Circle of Control:***
important and we have control.

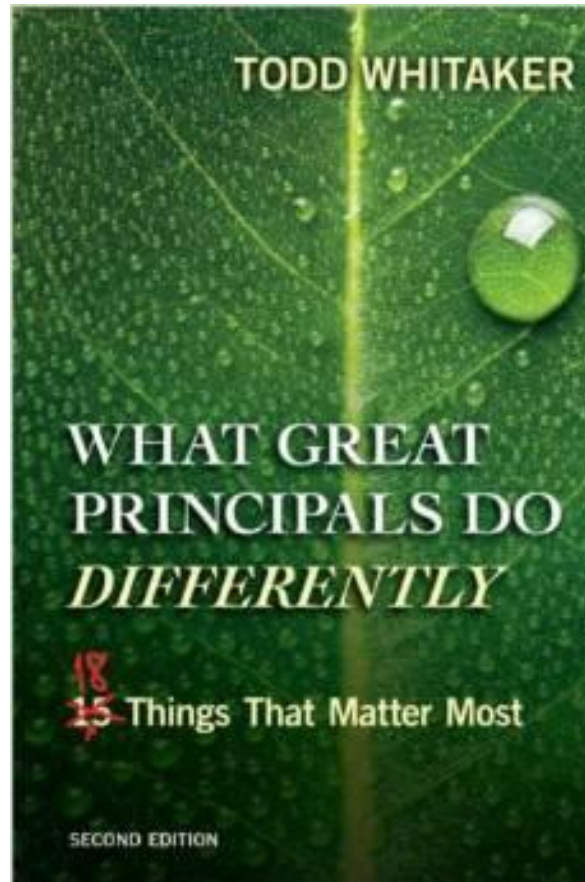
<http://www.leadership-principles.com/en/2013/07/16/uncertainty/>

Why are you here for the next few days?

What are you hoping to accomplish?

How will you “know” the value?

Loosely based on Todd Whitaker's “What Great Principals Do Differently”



Principal = Leader

School =

Department/District

Do Differently

***Great Principals* take responsibility for their own performance and for all aspects of their school.**

Do Differently

***Great Principals* have clarity about who they are, what they do, and how others perceive them.**

Do Differently

Great Principals

**consistently filter out
the negatives that don't
matter and share a
positive attitude.**

Do Differently

***Great Principals* create a positive atmosphere in their schools. They treat every person with respect.**

In particular, they understand the power of praise.

Do Differently

***Great Principals* take every opportunity to hire and retain the very best teachers.**

Do Differently

Great Principals
deliberately apply a
range of strategies to
improve teacher
performance.

Do Differently

***Great Principals* keep standardized testing in perspective and focus on the real issues of student learning.**

Do Differently

Great Principals
understand the
dynamics of change.

Do Differently

***Great Principals* never forget that it is people, not programs, who determine the quality of a school.**

Possible impacts of these behaviors:

- Climate and Culture
- Hiring/Induction Practices
- Evaluations/Feedback
- Differentiated Staff Development
- Communication about results
- Change models

Final Thought

**“Every Principal has an
impact.**

***Great Principals* make a
difference.”**

Todd Whitaker *What Great Principals Do Differently* 2012