

Deadline Extended Until June 1st.

Ohio's Leadership Academy

Are you still managing and just surviving the principalship with old paradigms, old priorities and old skills?

New skills, new priorities and new paradigms are required for successful school leadership in the 21st Century. Successful principals have re-prioritized their goals and now leverage their strengths differently in order to put together a committed staff with a common vision and a relentless focus on student learning. To cultivate a culture that is always challenging the status quo and where excellence is the expectation is a daunting task. Without a new vision and new skills, many principals struggle. Dufour and Marzano (2009) reported that teacher evaluations and walk throughs do very little to improve the school and that the Teaching Commission “dismissed teacher evaluation as arcane and ineffective.” Dufour and Marzano stated that principals would be much more effective if they monitored pacing guides, data from common and short cycle assessments, plans for re-teaching or intervention, etc. Yet, many principals still spend a large percentage of their day thinking they need to “supervise” their staff to excellence. Leading a Professional Learning Community is much different than managing or leading a school.

Are you aware of how administrators will be evaluated in the future?

More school districts are implementing 360 Degree Feedback Instruments to use for principal evaluations. Unfortunately, very few central office personnel or principals have read the research on these instruments and understand how to use the results for professional development. This year, while working with two principals whose district had implemented 360 degree feedback as part of the evaluation process, it was discovered that there was very little training at either end, and the instrument was being used as a negative tool rather than for a professional development opportunity. If 360 Degree Feedback is going to become part of your evaluation, you will want to make sure you are aware of the research, benefits and limitations of such an instrument. More importantly, you will want to make sure those requiring use of the instrument are informed as well. Recently Moore (2009) explored the use of 360 Degree Feedback for principals and recommended its use for identifying strengths as well as opportunities for development. Moore (2007) also found that there was little congruency between the feedback or ratings from central office supervisors and teachers. In this workshop you will learn which feedback is a better predictor of leadership success.

What does the latest research say about leadership and what can and cannot be developed?

Michael Fullan (2001), one of the leading authorities on educational leadership, has indicated that the future of school leaders in the 21st Century will be dependent on establishing successful relationships, leading change and dealing with emotions in turbulent times. According to a study of Fortune 500 companies, emotional intelligence (EI) was twice as important as cognitive abilities in predicting outstanding employee performance and accounted for more than 85 percent of star performance in top leaders (Hay Group, 1999). And the good news is, emotional intelligence can be developed and improved!

Dufour, R. & Marzano, R. (2009). High leverage strategies for principal leadership. *ASCD Educational Leadership*, 66, 62-68.

Fullan, M. (2001). *Leading in a culture of change*. San Francisco: Jossey-Bass.

HayGroup. (1999). Findings from the Fortune Magazine/HayGroup 1999 Executive Survey of Leadership Effectiveness. *What makes great leaders? Rethinking the route to effective leadership*. Unpublished Report of The Hay Group, Boston.

Moore, B. (2007, September). *The emotional intelligence coaching of school administrators: A comparative case study*. Paper presented at the First International Congress on Emotional Intelligence, Malaga, Spain.

Moore, B. (2009, January/February). Improving the evaluation and feedback process for principals. *NAESP Principal*, 38-41.



Is the facilitator a researcher or practitioner?

For the last three years, the Center for Essential School Reform and Dr. Bobby Moore have partnered and collaborated to provide workshops and training throughout the state. Dr. Moore, currently a middle school principal, is an educational consultant, conducts workshops, coaches educators and has delivered presentations at both national and international conferences. In addition to publications in several state and national journals, he is also the author of the new book, "Inspire, Motivate, Collaborate: Leading with Emotional Intelligence." In 2007, he was one of only four secondary principals in the state of Ohio originally selected by Governor Strickland to serve on the Governor's new Creativity and Innovation Institute, to help generate ideas to reform education in Ohio. Last year Canaan Middle School received the distinction of being recognized as **Excellent with Distinction** (only 4% of the buildings in the state) and received a **Value Added Progress Award** from Battelle for Kids (Top 3% of Value Added Data in the state). While many leadership workshops deliver important and valuable information, sometimes implementing what you have learned seems nearly impossible. During this workshop you will learn real life and plausible strategies that will improve your building's culture and increase student learning.

What does the workshop include?

As soon as you sign up you will be shipped Dr. Moore's new book, *Leading A PLC: The Emotionally Intelligent Way*. The book has a self and staff rater assessment that you will be asked to complete before coming to the workshop. The workshop participants will learn:

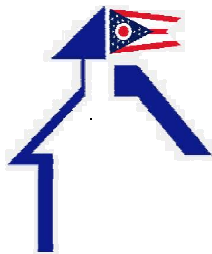
- **High leverage strategies for improving student learning**
- **When establishing goals why, "less is more."**
- **The law of empowerment and delegation**
- **How to focus on outputs and not inputs**
- **How "Cultivating a Culture" is different than "Building a Culture."**
- **How to interpret the results from your self and staff emotional intelligence assessments.**
- **Strategies for improving your emotional intelligence.**
- **Research on the use of 360 degree feedback and what it means for you.**
- **How to create a flexible schedule that focuses on student learning**

Two Workshops to Chose From

Workshop I	Monday	June 15	8:30-2:00
Workshop II	Wednesday	June 24	8:30-2:00

Buffet Breakfast and Buffet Lunch Included (The Dutch Kitchen) Price: \$250

Location: Jonathan Alder H.S. Plain City, Ohio



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