

NEWSLETTER

INDIANA
Principal Leadership
INSTITUTE

The official newsletter of the Indiana Principal Leadership Institute



Issue Highlights

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IPLI welcomed 10 mentors and 41 principals into Cohort 10 during the Summer Seminar.

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How Are You Using Your Spoons?



Leadership in Times of Change



News from the Director

IPLI is a premier professional development opportunity for the practicing principals of Indiana. We support, encourage, and provide growth in your leadership as we learn together, lead together, and connect.

There was so much to celebrate as we began this new school year! We have learned much from our experiences, and one thing that resonates with our leaders is that learning together in person is to be celebrated. I am proud of all the principals who dug right into the work needed to keep us connected. They didn't throw in the towel, but gathered those who persisted in creating a vital community of learning despite the obstacles. Yes, we have heard the news of the academic slide, and with the recent report from NAEP, there is reason to be concerned. This was a global event, and Indiana leaders are rising to the occasion by providing for the needs of each child as we unpack the necessary data to move forward. So, today we are celebrating a new light of opportunity. These are exciting times indeed!

It was great to hear all the news of school openings, the hope, the excitement, and the joy! And after the first quarter, the month of October saw a much-needed respite with Fall Break. This year's colors have been brilliant in Indiana and provided visual eye candy to soak up the season's enjoyment. And now we continue to forge ahead!

IPLI is also celebrating as we opened this year with our 10th Cohort. IPLI was established in 2013 by the Indiana State Legislature and by the persistence of IASP leadership and the professors at ISU, which shared a vision for ongoing professional growth for principals and Indiana schools. As IASP will celebrate its 30th birthday this fall, IPLI is grateful for the partnership that continues to support, encourage, and celebrate learning leaders.

IPLI principals and teacher leaders will continue their work through the fall season and gather together in November at the IASP Fall Professionals Conference to fine tune action research projects and begin the collection of data. We thank everyone in Cohorts 9, 10, and Extended Cohort 4 for bringing your best self to the table, connecting, and sharing the encouragement of beginning a new era of educational excellence. We are looking forward to a great season of learning and leading together!

Dr. Kelly Andrews



IPLI Seminars

Summer Seminar: The IPLI 2022 Summer Seminar on the ISU campus featured **Rick Wormeli** discussing *Leadership in Times of Change*. Principals, Teacher-Leaders, and guests worked together to learn how the past few years have impacted schools and the impetus for moving forward. Additionally, **Dr. Adam Drummond** spoke to the groups on being an Instructional Change Agent, energizing them with practical stories from the field, confirming their hard work, and creating some fun during a tough time in our educational world. This year, the newest Cohort heard from the IPLI Leadership Team, who shared **Dr. Nancy Dana's** work from the University of Florida, introducing them to the *Action Research Inquiry Cycle* components. They were then motivated by **Dr. Todd Whitaker** from the University of Missouri, learning *What Great Principals Do Differently*.



September Seminar: September was alive with IPLI seminars at the Lawrence Township Education and Community Center, 6501 Sunnyside Road in Indianapolis. Connecting from work done this summer, each Cohort of principals continued action research to grow their leadership and schools.

Cohort 10: Dr. Nate Regier is the CEO and founding owner of Next Element Consulting, a global leadership firm dedicated to bringing compassion into the workplace. Dr. Regier is a former practicing psychologist and expert in social-emotional intelligence, interpersonal communication, and leadership. Recognized as a Top 100 keynote speaker,* he is a Process Communication Model® certified master trainer and co-developer of Leading Out of Drama® and The Compassion Mindset® training and coaching systems. He hosts a podcast called *OnCompassion with Dr. Nate*, writes a weekly blog, contributes to multiple industry publications and blogs, and is a regular podcast guest. Dr. Regier's second year with IPLI was enhanced as we refined the work for principals with renewed structures that have assisted leaders in Cohort 10 in increasing their leadership capacity.

Cohort 9: Dr. Phil Warrick spent the first 25 years of his education career as a teacher, assistant principal, principal, and superintendent and has experience leading schools in the states of Nebraska and Texas. He was named 1998 Nebraska Outstanding New Principal of the Year. In 2011, Phil joined the Solution Tree-Marzano Resources team and works as an author and global presenter in the areas of high-reliability school leadership, instruction and instructional coaching, assessment, grading, and collaborative teaming.

Dr. Warrick has been with IPLI for many years and is one of our biggest supporters throughout the United States as he works with schools all over the country.



Extended Cohort 4: Douglas E. Noll, J.D., M.A. is a full-time peacemaker and mediator specializing in difficult, complex, and intractable conflicts. He has a Masters Degree in Peacemaking and Conflict Studies. Mr. Noll is AV-rated and was a business and commercial trial lawyer for 22 years before turning to peacemaking. His work with Extended Leaders focused on Affect Labeling and De-Escalating Behaviors. Mr. Noll has continued working with Extended Leaders through weekly Zoom meetings from his California home to support our leaders in their work with students, teachers, and parents.



Message from the Dean

Dear IPLI Colleagues,

I do hope all is going well during this busy time of year. As a lifelong educator, I'm often reminded of new beginnings and the exciting things to come! Marsha Petri Sue once posited that "Every day is a new beginning. Treat it that way. Stay away from what might have been, and look at what can be." Throughout the fall semester, I've had several opportunities to interact with the IPLI Director, Dr. Kelly Andrews, and her leadership team. It is evident that they are forward-thinking and focused on providing the best experience for each of you!



Do you want to stay informed and keep up with what's happening at the Bayh College of Education? Follow us on social media: Instagram and Twitter by searching ISU_BCOE. Follow BCOE on Facebook by searching Bayh College of Education-Indiana State University. We share important reminders and upcoming events happening on campus and in the community, and share faculty, staff, and student highlights. You can also check out the Bayh Educator for updates. The newsletter is published twice a semester and posted on the BCOE homepage <https://www.indstate.edu/education/>

The College is excited about T2T programming for elementary, secondary, and Special Education. These programs will also fit seamlessly into the Master's in Education for those wanting a graduate degree. If you are interested in exploring these options, please contact Dr. Kevin Bolinger (Kevin.Bolinger@indstate.edu or 812-237-2884). The new initiative entitled the Indiana State Advantage is underway, and we're excited to offer it. The Indiana State Advantage includes free tuition for Pell-eligible students in Indiana, a \$3,000 experience grant, and a four-year graduation guarantee. There are some eligibility requirements, and more information may be found at <https://www.indstate.edu/advantage>

I wish you the very best and offer my sincere thanks for all you do on behalf of our Hoosier Students! Feel free to contact me with feedback, suggestions, or concerns at Brad.Balch@indstate.edu. GO SYCAMORES!!!

Respectfully,

Brad Balch, Dean

Apply for Cohort #11

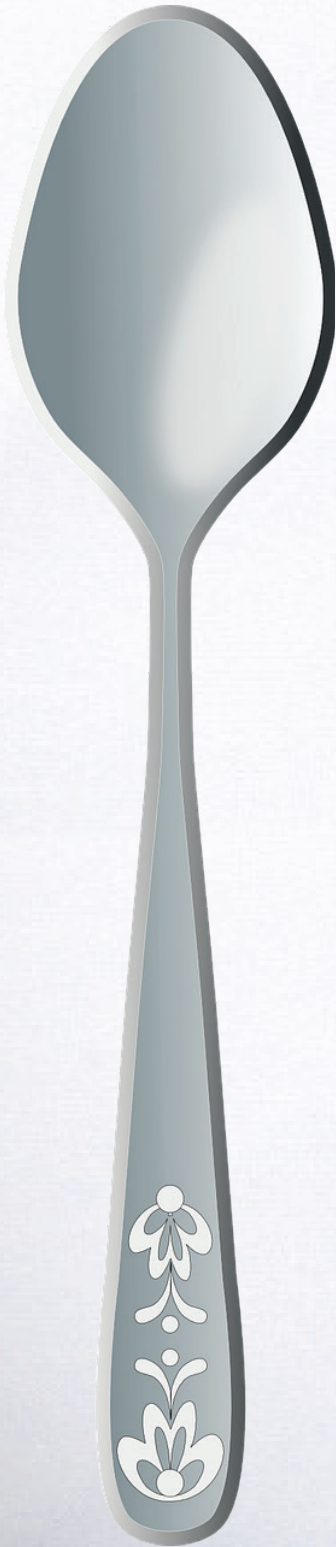
Applications open November 21st. Information about the two-year program and how to apply are available at www.indianapli.org. Participation in IPLI includes:

- Mentoring by trained, highly-qualified mentors, along with Regional monthly focus-cohort meetings;
- Seminars featuring nationally recognized school leaders;
- Access to resources to support the needs of principals and their schools including Marzano High Reliability Schools™ Network;
- Membership in the Indiana Association of School Principals and registration for Fall Professionals Conference;
- An opportunity to enroll in 12 university credits toward the Indiana State University Educational Specialist degree program at a significantly reduced tuition rate; and
- 45 Professional Growth Plan (PGP) points for each year of participation. Completion of IPLI fulfills IMAP requirements.

Ideas to Ponder

“The Spoon Theory”

By Mike Pinto, IPLI Mentor, Leadership Team Member, and Principal at Jame Cole Elementary School



The Spoon Theory is a metaphor used to describe the amount of mental or physical energy a person has available for daily activities and tasks. Christine Miserandino developed it in 2003 as a way to express how it felt to have Lupus. She used spoons to provide a visual representation of units of energy that a person might have and how chronic illness forces her to plan out her days and actions in advance so as not to run out of energy, or spoons, before the end of the day. It has been applied to other phenomena, such as other disabilities, mental health issues, marginalization, and other factors that might place an extra often unseen burden on some individuals.

The Spoon Theory states that we are each given a certain number of spoons to get through our day. For example, a typical person may burn “one spoon” of energy getting up, getting ready for work, preparing and eating breakfast, and getting out the door. For someone battling a chronic illness, these exercises may cost them 4 or 5 spoons.

In the children’s picture book *Spoons* by Amy Krouse Rosenthal, the little spoon feels jealous and not worthy of the other utensils in the drawer. He envies the fork and the knife for their unique features and even casts an envious eye on chopsticks. He wishes he was different and wishes he had the gifts the other utensils possessed. Meanwhile, the other utensils shared with him that they were envious of the spoon’s unique shape and makeup. They wished they could do all the things he could do. In the end, the spoon realized his gifts were worthwhile and mattered.

We can learn a lot from both of these examples involving spoons. First, we can adapt the Spoon Theory to our own lives. We enter each day with a certain number of spoons; how we choose to use those spoons matters. Sometimes, we may not have the necessary spoons to complete a task and will need to ask for help. We also recognize that we are surrounded (if we choose) by opportunities to have the spoons in our daily basket sapped away by negativity, drama, and gossip. We all feel that we are running out of the necessary spoons to live a healthy and well-rounded life that doesn’t just involve school and all the responsibilities and activities outside of school. This year, we will remind ourselves that sometimes we choose activities and events that steal our spoons and leave us empty. Sometimes we must choose ourselves first. We also have limited time with students and must decide how we will spend our energy during the day to ensure that we can have the necessary spoons to complete our daily instructional responsibilities. Equally, we must recognize that many of our students have circumstances that require the use of more spoons than their peers to navigate a day. We, as leaders, must realize this and offer grace.

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The book *Spoons* reminds us that our worst enemy sometimes is the chatter in our heads. We look at ourselves, find fault, look at others, and only see highlights. It's kind of like social media nobody posts the bad things. They enlarge and study each photo for how their arm, neck, and chin look. They take seventeen pictures and then take four more, because we do put ourselves up against others, and we do compare. Children do the same thing. The book reminds children that each of them has gifts. We need to be the voice that helps these children understand that. We can help our children by pointing out each of their gifts. We can also use this year as a reminder to highlight what we have that is good and not ruminate on the bad.

This year, let's remember that we are here for the children. Each child is different. Each child is unique. Let's also remember that we must protect ourselves from the chatter in our heads and the spoons we are dealt each day so that we have enough to teach to our abilities, leave school, and still live a healthy and productive personal life.

How Are You Using Your Spoons?

Spoon Theory

Spoon theory is a metaphor that is used to describe the amount of mental or physical energy a person has available for daily activities and tasks. It was developed by Christine Miserandino in 2003 as a way to express how it felt to have lupus. She used spoons to provide a visual representation of units of energy that a person might have and how chronic illness forces her to plan out her days and actions in advance, so as not to run out of energy, or spoons, before the end of the day. It has since been applied to other phenomena, such as other disabilities, mental health issues, marginalization, and other factors that might place an extra – often unseen – burden on some individuals.



Principal Recognition

Congratulations to past and current IPLI Principals nominated for the 2022 IASP Indiana State Principals of the Year!

Elementary

- **Leigh Barnes**, Cohort 5, District 1
- **Mary Beth Riley**, Cohort 10, District 5
- **Linda Biggs**, Cohort 9, District 8
- **Chrystal Street**, Cohort 5, District 9
- **Brad Stoneking**, Cohort 6, District 10

Middle School

- **Veronica Eskew**, Cohort 4, District 1
- **Patricia Meadows**, Cohort 9, District 3
- **James Haskins**, Cohort 9, District 4
- **Adam Long**, Cohort 5, District 5
- **Steven Pelych**, Cohort 10, District 8
- **Jenny Shayotovich**, Cohort 8, District 8
- **Matt Maple**, Cohort 1, District 10

High School

- ◇ **Marisa Simmons**, Cohort 9, District 1
- ◇ **Scott Widner**, Cohort 9, District 6
- ◇ **Ryan Langferman**, Cohort 2, District 10

Welcome!

On July 12, 44 Principals and 10 mentors kicked off their IPLI journey at the IPLI Summer Seminar!

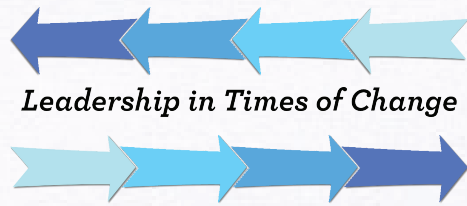
COHORT 10 MENTORS

- **Leigh Barnes**, Union Township School Corporation
- **Jennifer Griffin**, Edgar L. Miller Elementary
- **Brian Hagan**, MSD of Mount Vernon
- **Shane Killinger**, Sprunica Elementary
- **Adam McDaniel**, New Castle Community School Corporation
- **Tina Noe**, Danville South Elementary
- **John Pearl**, Battle Ground Elementary
- **Mike Pinto**, James Cole Elementary
- **Diamond Robinson**, South Bend Community School Corporation
- **Tom Stoner**, Kouts Middle/High School

COHORT 10 PRINCIPALS

- **Adam Allen**, Blue Academy
- **Kirk Amman**, New Castle High School
- **Michelle Beck**, Covington Elementary
- **Kevin Beveridge**, Southridge Elementary
- **Joshua Blossom**, Wabash High School
- **Victor Bush**, Belzer Middle School
- **Mallory Cameron**, Little Spartans Preschool
- **Michael Casey**, Milford School
- **Dana Cassidy**, Batesville Intermediate School
- **Kelley Cox**, Westwood Elementary
- **Josh Davenport**, Fountain Central Jr/Sr High School
- **Kim Davis**, Indian Creek Intermediate School
- **Dominique Franklin**, Skiles Test Elementary
- **Chris Gabriel**, Union Center Elementary
- **Heather Gant**, Triton Central Elementary
- **Sarah Greulich**, Harris Elementary
- **Meggan Hoag**, Coesse Elementary
- **Derik Hutton**, South Ripley Junior High School
- **Erika James**, Culver Elementary
- **Patricia Karban**, Darden Elementary
- **Chris Kates**, Eastview Elementary
- **Jillian Kemp**, Scott Middle School
- **Sarah Kilander**, Irving Elementary
- **Laura Kile**, Deerfield Elementary
- **Brandon Kresca**, Tippecanoe Valley High School
- **Ryan Lauber**, South Ripley Elementary
- **John Markward**, Northeastern High School
- **Stephanie McCann**, Grandview Elementary
- **Elizabeth Miller**, Western Wayne Elementary
- **Morgan Nolan**, Wilbur Wright Middle School
- **Steven Pelych**, Creekside Middle School
- **Bakari Posey**, Brook Park Elementary
- **Kathy Prince-Williams**, Early Learning at Brook Park
- **Amanda Pyle**, Eastern Hancock Elementary
- **Mary Beth Riley**, Maple Glen Elementary
- **Terrence Roe**, Churubusco Jr/Sr High School
- **Anne Ruiz**, Abraham Lincoln Elementary
- **Kaycie Soderling**, Perry Heights Middle School
- **Tracy Strieder**, Lincoln Elementary
- **Amy Troyer**, Sawnson Traditional School
- **Julie Young**, V.O. Isom Elementary

IPLI Extended



IPLI Extended is an intensive professional development program for IPLI graduates. Extended allows participants to dig deeper into topics covered during the IPLI experience and issues that have risen to become a deeper study. In addition to three-day-long seminars, graduates may meet in regional focus cohorts throughout the state (August, October, and February). Topics vary yearly so that graduates can enroll in Extended multiple times. IPLI Extended participants are encouraged to bring teacher-leaders to the seminars.

This year, IPLI Alumni may enroll separately in one or more seminars as their schedules allow. The next seminar will be held at the IASP Office (11025 E. 25th Street, Indianapolis, IN 46229), featuring Dr. Mike Ruyle from Marzano Research. Mike Ruyle, Ed. D., has served as a classroom teacher, school principal, university professor, and professional development presenter over a 30-year career. He will share research on personal wellness and resiliency.

Cohort 4 of IPLI Extended consists of 21 graduates and three facilitators.

Facilitators

- **Jane Rogers**, Milan Community Schools
- **Rex Ryker**, Crawfordsville Community Schools
- **Shawn Wright-Browner**, J. Everett Light Career Center

Graduates

- **Cheri Adams**, Luce Elementary
- **Celina Clements**, Mill Creek West Elementary
- **Jennifer Coyle**, Meredith Nicholson Elementary
- **Veronica Eskew**, East Chicago Urban Enterprise Academy
- **Marci Galinowski**, Mollie B. Hoover Elementary
- **Michelle Ginkins**, New Albany High School
- **Kristen Hankins**, John Simatovich Elementary
- **Jayne Herbert**, Greendale Middle School

- **April Holder**, Wilson Elementary
- **Richard Hunt**, Rockport Elementary
- **Ryan Jenkins**, Central Elementary
- **Staci Knigga**, Central Elementary
- **Jennifer Korfhage**, Thomas Jefferson Elementary
- **Laura Morris**, Northaven Elementary
- **Pat Murphy**, Milan Middle/Intermediate School
- **Sara Porter**, Pleasant Ridge Elementary
- **Jeremy Powers**, Morristown Jr/Sr High School
- **Amy Sander**, Greenwood Northeast Elementary
- **Matthew Taylor**, Montezuma Elementary
- **Steve Walter Jr**, Heritage Elementary
- **Karen Wesely**, Greater Clark County Schools

The January Seminar is \$250. IPLI Alumni interested in attending need to email the IPLI Program Coordinator.

Madison.Gruenert@indstate.edu

INALI



The Indiana New Administrator Leadership Institute (INALI) welcomed its ninth cohort in July 2022 in Indianapolis. This year's cohort includes 113 new deans, assistant principals, and principals.

Modeled after IPLI, INALI is a two-year intensive professional development program for new administrators. Participants attend a two-day summer workshop in July, day-long seminars in September and February, and attend the IASP Assistant Principals Conference or Fall Professionals Conference. Each is provided the opportunity to meet in smaller regional groups led by an experienced mentor.

The Summer 2022 Workshop featured several excellent speakers to help our new leaders in Cohort 8 launch their administrative careers. Tim McRoberts from IASP started the day by talking about the "Self-Managed Administrator" followed by Ann Puckett-Harpold from the Rooney Foundation shared data information. Dr. Todd Bess shared the School Leader Paradigm, IASP Past-President Aimee Lunsford shared capacity building, and Barry Gardner closed with School Finance 101. Day 2 began with a presentation on special education by Jill Lambert, and Seamus Boyce discussed School Law. Dr. Rhonda Roos conducted the afternoon discussion with two sessions on the "Deliberate & Courageous Principal"

Cohort 8 began Year 2 with Tiffany Barrett sharing information on problems of practice, Dr. Dennisha Murff on equity in the learning organization, and Tina Seymour discussing finding our "Why," followed by Steve Baker sharing information on leadership. All in all, both cohorts were energized with topics to support them as they grow in their leadership.

INALI designs its curriculum around the School Leader Paradigm created by the School Leader Collaborative, consisting of a consortium of state principal associations dedicated to supporting and sustaining the professional growth of school principals and their leadership teams. Three of six domains are implemented each year, focusing the first year on the Learning Leader with personal, social, and systems intelligence. The Learning Organization focuses on the second year with culture, systems, and learning domains. "Principals or learning leaders should always be simultaneously improving their leadership competencies, or becoming while doing the work of moving their learning organizations forward." Bess, T. (2019). BECOMING WHILE DOING. The JOURNAL.

INALI BENEFITS OF PARTICIPATION

Participation in INALI includes the following benefits:

- o Two years of membership in IASP;
- o Two years of state conference attendance;
- o Two years of professional development seminars in Indianapolis (July, September, & February);
- o Two years of mentoring by a retired or practicing administrator;
- o Two years of regional cohort meetings with a mentor and regional group;
- o One-on-one school visits by a mentor (fall and spring of each year);
- o 45 PGP points for each year of participation. Completion of INALI fulfills IMAP requirements.

January Seminar

Our winter seminar will begin the week of January 23 at the Lawrence Township Education and Community Center, 6501 Sunnyside Road in Indianapolis, for Cohorts 9 and 10. The IPLI Extended Alumni will meet on January 26 at the IASP Office, 11025 E. 25th Street, Indianapolis. Connecting work from the fall semester, each Cohort of principals will continue action research to grow their leadership and schools.

Tuesday, January 24 - Cohort #9

Dr. Phil Warrick: Phil Warrick spent the first 25 years of his education career as a teacher, assistant principal, principal, and superintendent. In 2011, Phil joined the Solution Tree-Marzano Resources team and works as an author and global presenter in the areas of high-reliability school leadership, instruction and instructional coaching, assessment, grading, and collaborative teaming. Dr. Warrick will lead Cohort 9 on Guaranteed & Viable Curriculum.



Wednesday, January 25 - Cohort #10

As a published author, Rhonda Roos contributes to IPLI by speaking each January to the Year 1 cohort on *The Principals' Toolbox*. *The Deliberate and Courageous Principal* is her first-authored publication by Solution Tree. Now, Dr. Rhonda Roos of Rhonda Roos Consulting is a sought-after consultant for school districts all over the Midwest, and has been a leader with IPLI for many years.



Thursday, January 26 - Extended Cohort #4

Mike Ruyle, Ed. D., has served as a classroom teacher, school principal, university professor, and professional development presenter over a 30-year career. He will share research on school wellness and resiliency. This session will be held at the IASP Office in Indianapolis.

Partnerships

- Indiana Association of School Principals
- J. Everett Light Career Center, MSD Washington Township
- Indiana Association of Public School Superintendents
- MSD of Lawrence Township
- Marzano Research Laboratory
- School Leader Collaborative (with IPLI, IASP, and IL, MO, WI, WA principal associations)
- Tim Brack Pictures with Class



Indiana Principal Leadership Institute

Dept. of Educational Leadership, Bayh College of Education

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