



A Passion for Leading needs to Incorporate "Visible" Compassion for Learners

Principal Name: Tony Spoores

School Name: Jefferson Craig Elementary

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Background Leading to My Inquiry

Outline what led you to this particular inquiry. Include the following:

The Need to Grow: I'm always looking for ways to grow as a leader and learner.

When assessing the need to conduct an action research to better my abilities as a principal, I considered a few areas.

- A mini AR was conducted in the area of podcasts and writing reflections. This led me to see possible areas of growth in my administrative role.
- The process changed over the course of the next month from creating podcasts and developed into areas of missions, visions, and visibility.
- An IPLI survey was completed by the staff and a self-assessment survey completed by me. Two areas that stood out included:
 - 1) Collaboratively develops and implements a shared vision
 - 2) Collaboration of trust, and high expectations

The Purpose of My Inquiry

Therefore, the purpose of my action inquiry was to...

Identify and bring about change

Change is never easy. It is often seen as a weakness and creates stressors until it is faced.

This happens in our personal lives, jobs, marriage, families, church, etc...

- To challenge me as a leader.
- To develop a growth mindset, first in me and then throughout the school.
- To create an atmosphere of sustainable positive change that will grow a positive culture.

My Wondering

With this purpose, we wondered...

How can I build my leadership capacity by improving relationships with staff and students?

My Actions

- Develop a team to assist in the process (completed 1st week)
 - 8 member team including me
 - Members were upper and lower grade level teachers (with a variety of years experience ranging from 1st year to 30+ years), “specials” teacher, paraprofessional, secretary, and principal
- Develop staff survey to generate areas for growth (1 month in to AR)
- Conduct a book study with the team “Hacking Leadership - 10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love” by Joe Sanfelippo and Tony Sinanis. (started 1st meeting and ended right before Spring Break)
- Analyze and start putting into action survey results (towards the end of January)
 - From the book we learned to take it slow
 - Implement one thing at a time and make sure it becomes a habit
- Hold team meetings bi-monthly (started and the beginning and still happening)

Data Collection

- Notes from mini AR
- Notes from meetings
- Results from staff survey
- Notes from book study

My Data

See Slides

My Discoveries

In this step, summarize your learning in two-three succinct statements that illustrate the most important and critical facets of what you learned:

- Learning Statement One: **We all need reassurance**
- Learning Statement Two: **No Matter what your doing, Be Invested/Engaged**
- Learning Statement Three: **Teachers will follow but they need clear directions and the “why” behind the thing happening.**

We all need assurance - affirmation, a pat on the back, told what we are doing well so we will continue doing it. The Old saying is true “Happy wife, Happy life”...well, at school I have 30 of them. LOL

No Matter what you are doing, Be Invested/Engaged - Don't just be present, teachers and students want your attention and they want you to be engaged. I see this as I go into classrooms. I don't just sit back and watch anymore. I get involved. I participate in the learning and it makes everyone happy.

Teachers will follow - After 8 years, I got complacent. Staff may come and go but everyone likes staying informed. The new people do not always know what happens and everyone likes to know the why behind the change.

Where I Am Heading Next

In this step, reflect on your action research journey as a whole that accomplishes the following: What have I learned about my school, teachers, and students?

- Need to be visible
 - Staff and students know you care when they see you invest in them. Give them your time in the classroom, lunchroom, and playground. Let them see you “interact” with everyone in the halls.
- Communicate is very important
 - Be clear and concise. Give the “why” to the change. In doing so, you will have way more people on your “bus”.
- Learn to delegate
 - Investing time into staff has helped get me into the classrooms more. It has also relieved some stress.

The Future:

- Continue with my 1st Wondering
 - Have the staff complete one more survey to see how things are going now.
- Team Meetings
 - The “Dream Team” wants to continue to meet and discuss more ways we all can work together to make the best school possible. We want a slow but sure positive process to help sustain the new changes.
- Mission and Vision
 - I want to keep an open mind but I can see how from everything I have learned from doing this AR process the next step will be developing a mission and vision statement that reflects our whole school.

Bibliography

Jones, J. (2020, August 22) *"Transformative Principals - Using Your Vision to Guide Your Culture"* [Audio podcast] <https://www.jethrojones.com/podcast/episode345>

Kreiness, D. (2020, July 20) *"How to Build an Award Winning Culture"* [Audio podcast] <https://leaderoflearning.com/episode80/>

Sanfelippo, J & Sinanis, T. (2016). *"Hacking Leadership - 10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love"* (first edition). Published by 10 Times.

A Passion for Leading needs to Incorporate "Visible" Compassion for Learners

Jefferson Craig Elementary School:

**Principal: Tony Spoores
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**Action Research Project
(Cohort 8)**

Background Leading to this Inquiry

Realizing the need for Growth:

When assessing the need to conduct an AR, I considered a few indicators.

- Mini AR in the area of Podcasts
- Podcasts turned into areas of missions, visions, and visibility
- An IPLI surveys completed (self and staff)
 - 1) Collaboratively develops and implements a shared vision
 - 2) Collaboration of trust, and high expectations

Purpose of This Inquiry

Realizing the need for Change:

Change is never easy. It is often seen as a weakness and creates stressors until it is faced.

- To challenge me as a leader.
- To develop a growth mindset, first in me and then throughout the school.
- To create an atmosphere of sustainable positive change that will grow a positive culture.

My Wondering

How can I build my leadership capacity by improving relationships with staff and students?

My Actions

- Create a team to help.
- Create a staff survey.
- Conduct a book study with team.
- Analyze and put into action the results of the survey.
- Hold bi-monthly meetings with the group to discuss book, data, and staff morale.

Data Collection

- Notes from initial data concerning Podcasts.
- Notes from meetings with the “Dream Team”.
- Results from staff survey.
- Notes from book study completed with the team, “Hacking Leadership-10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love”. by Joe Sanfelippo and Tony Sinanis

My Data

Podcast 1 (30 minutes)

Transformative Principals - Using Your Vision to Guide Your Culture with Jethro Jones talking to Dr. Bryan Brockett principal in Lancers, Cal.

Question 1. : In what way did this podcast impact my learning as an administrator?

This podcast was based around school culture. The Cultural Committee with students and staff worked on Mission/Vision statements. This group went to classrooms to work on Mission/Vision. I liked how they incorporated the Mission/Vision into principal Walk Throughs. This was new area that generated valuable feedback on the Walk Through forms. We need a better vision than just to survive...Be proactive not reactive...Be present, make connections, be visible, have communication with staff and parents!!!

Question 2.: What if anything, might I do in my work as a result of listening to this podcast?

I would like to add the element of vision and mission to my walk throughs to help build a positive culture.

My Data

Podcast 2 (27 minutes)

Leader of Learning by Dr. Dan Kreiness interviewing Hans Appel. Dr. Dan is a current school counselor in Washington.

Question 1. : In what way did this podcast impact my learning as an administrator?

How do we build on school culture in the middle of COVID 19...

How are they doing so well with SEL, Teacher retention, PBIS? A lot of other schools visit their school and here is why..How their staff greet everyone as they come in, fist bumps,and people walk in and see positivity.# main Character Traits going great for them 1) Character - Will you do the right thing 2) Excellence - Will you do your best 3) Community - What will you do for others today

Question 2.: What if anything, might I do in my work as a result of listening to this podcast?

I want to find out what we are about. I am going to consider having every teacher and staff members more in the halls to greet. I say things to the staff about this but I have not followed up to see if they are doing it. Kids need that positive influence...that person modeling good behaviors and showing love!

My Data

IPLI - Committee Meeting Agenda concerning Year 1 project (January 11th meeting agenda)

- Briefly discuss expectations and meeting format
 - Stay on task, Don't be distracted (cell phones etc.)
 - Provide agenda, Be punctual, prepared, & ready to discuss

Group decided and agreed with the expectations.

- Discuss and develop staff survey

The group went over the survey. They grammatically fixed questions and added a few. There was great input from everyone. It was decided Two of the members took the lead on sending the survey out to the staff.

My Data

Meeting Notes Continued

- Discuss book topic
 - Book title: Hacking Leadership: 10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love
 - How will we set it up and discuss it

Everyone knows it will be an open forum. Instead of meeting every week to discuss the book, we will communicate through an open Google Doc.

- Open discussion concerning anything else related to our task

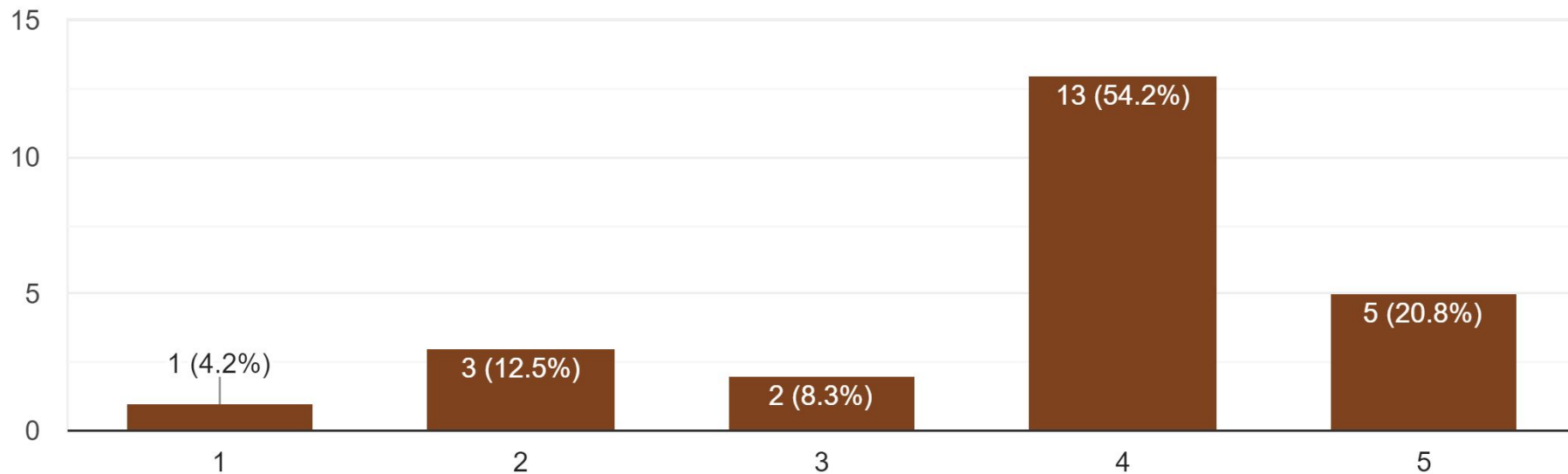
Nothing else was discussed at the meeting.

For Meeting Date: I will send out Google Calendar invites. The time will be 1:30 to 2pm. We will meet in room 17. Coverage will be provided as needed. I will also send out the Google Form for the book review.

My Data

Where would you rank Mr. Spoores, as our leader, on a scale from 1 to 5 (1 being poor and 5 being best)?

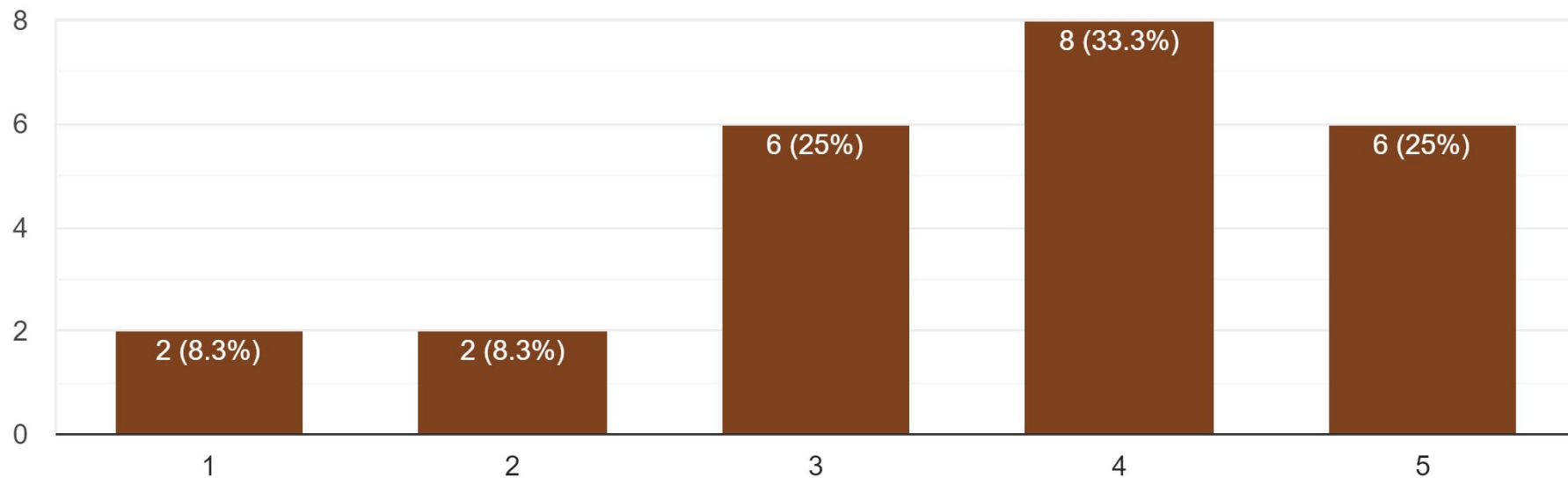
24 responses



My Data

Where would you rank Mr. Spoores in the area of staff communication on a scale from 1 to 5 (1 being poor and 5 being best)?

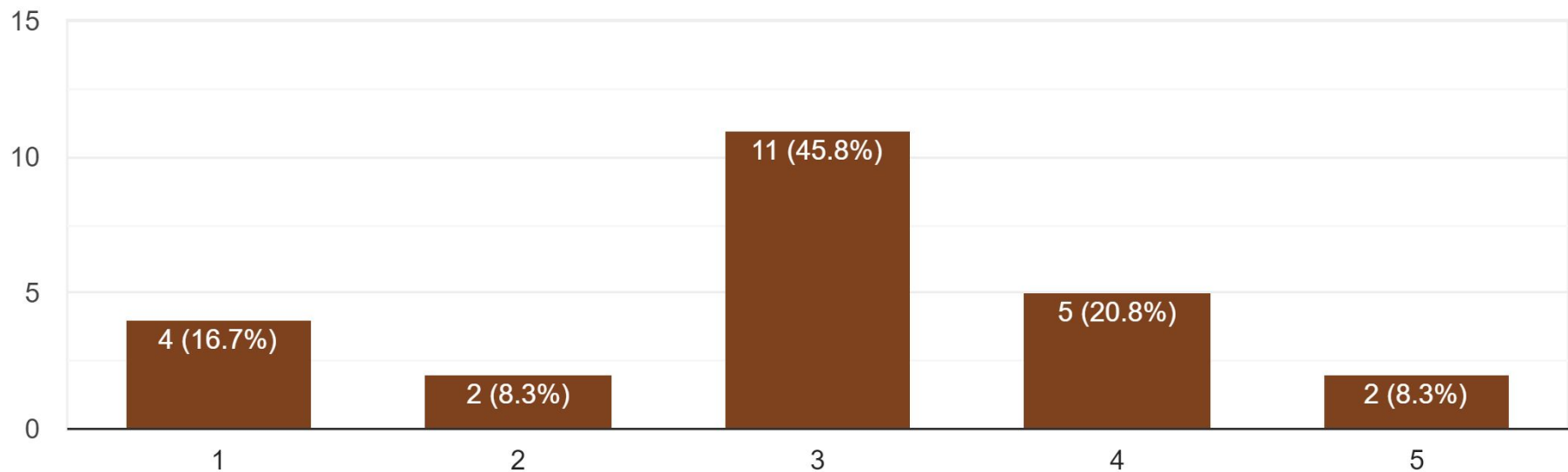
24 responses



My Data

Where would you rank Mr. Spoores in the area of visibility (in classrooms, halls, etc.) on a scale from 1 to 5 (1 being poor and 5 being best)?

24 responses



My Data

TH's Comments (Chapter 1 Book Review)

- Pg. 18 “They don’t understand a leader’s direct impact on school culture or recognize that every decision they make affects that culture’s trajectory.” I thought the wording of this page was interesting concerning school culture and the learning/work environment. The presence/attitude of a leader can potentially affect everyone in the school system and the trajectory of the day, week, or even school year. **True, I can see how my stress sometimes comes out in my attitude. I need to work on this. - TAS**
- Pg. 18 It also talks about the direct relationship to school culture. I think you do a great job of making jokes on the announcements, being personable and stopping in to say hi to students. **(I know he makes jokes during school music programs...ha ha)...KT)** I know this is an extremely busy year for Mr. Spoors so you are helping to create that positive atmosphere in other ways. **Thanks - TAS**

My Discoveries

What are 3 important facets I have learned:

- We all need reassurance.
- “Be Invested/Engaged”.
- Teachers will follow, but they need clear expectations/directions and when possible the “why” to what is happening.

My Discoveries

- **We all need assurance** - affirmation, a pat on the back, told what we are doing well so we will continue doing it. The Old saying is true “Happy wife, Happy life”...well, at school I have 30 of them. LOL
- **No Matter what you are doing, Be Invested/Engaged** - Don't just be present, teachers and students want your attention and they want you to be engaged. I see this as I go into classrooms. I don't just sit back and watch anymore. I get involved. I participate in the learning and it makes everyone happy.
- **Teachers will follow** - After 8 years, I got complacent. Staff may come and go but everyone likes staying informed. The new people do not always know what happens and everyone likes to know the “why” behind the change.

Where Am I Heading

What have I learned about my school, staff, and students:

- Need to be Visible - When you invest time, they know you care. (classrooms, lunch time, recess, halls)
- Communication - Be clear and concise. Give the “why” to the change.
- Delegate - Learning to invest in my teachers, paraprofessionals, and office staff has helped with communication and freed up time for classroom visits.

Where Am I Heading

The Future:

- Continue 1st Wondering - We are not finished. There is another end of the year survey to see what the staff thinks about the areas we have addressed.
- “Dream Team” - The team wants to continue to meet and figure out how we can effectively help to implement sustainable change.
- Mission and Vision - Possible year 2 Wondering may involve creating a new mission and vision for our school!

Bibliography

Jones, J. (2020, August 22) *“Transformative Principals - Using Your Vision to Guide Your Culture”* [Audio podcast]
<https://www.jethrojones.com/podcast/episode345>

Kreiness, D. (2020, July 20) *“How to Build an Award Winning Culture”*
[Audio podcast] <https://leaderoflearning.com/episode80/>

Sanfelippo, J & Sinanis, T. (2016). *“Hacking Leadership - 10 Ways Great Leaders Inspire Learning That Teachers, Students, and Parents Love”* (first edition). Published by 10 Times.