



Fall 2017 Newsletter

Upcoming IPLI Events

- September 25, 2017
Cohort 4 Seminar
- September 26, 2017
Cohort 5 Seminar
- November 20, 2017
Cohort 4 & 5
Seminar at IASP
- Cohort 6 Applications
Accepted beginning
November 20, 2017

Upcoming INALI Events

- September 18, 2017
Seminar
- February 5, 2018
Seminar

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IPLI Funding Continues

Thanks to all our Indiana Legislators and Governor Eric Holcomb for continuing funding for the Indiana Principal Leadership Institute! During a time when many states are cutting funding for professional development for school administrators, Indiana is leading the way in demonstrating the importance of continued support for school principals.

A special "Thanks!" also goes out to those behind the scenes who shared the excellent work being done by our IPLI principals and their school teams. Todd Bess and Tim McRoberts from the Indiana Association of School Principals and J.T. Coopman from the Indiana Association of Public School Superintendents have been instrumental in voicing the impact of IPLI. Greg Goode, Indiana State University's Government Relations Executive Director, hand-delivered over 200 copies of the *IPLI 2016-2017 Impact Report* to state legislators. And also a big "Thank You!" to our IPLI principals, teachers, mentors, and superintendents for contacting their legislators and sharing the impact IPLI is having on their schools.

Here's to another two years! Thanks Everyone!

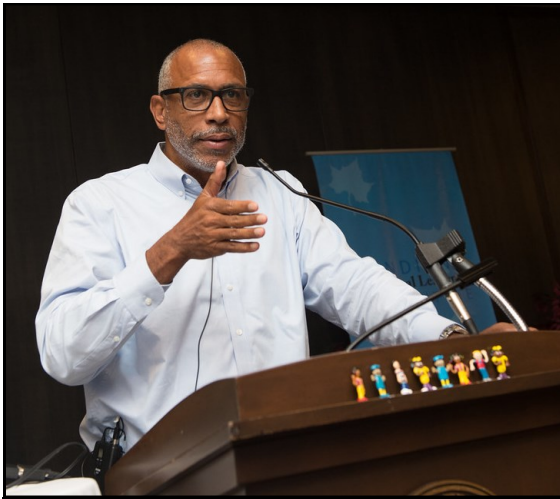


During the 2017 Summer Seminar, IPLI recognized Congressman Jim Banks for his outstanding service and dedication to Indiana education. Congressman Banks (former Indiana Senator) was the author of SB 402, passed in 2013 creating IPLI.



On July 11, the Indiana Principal Leadership Institute welcomed 59 Indiana principals and 11 mentors to Cohort 5.

IPLI 2017 Summer Seminar Highlights



Dr. Pedro Noguera presents the keynote address at the IPLI Summer Seminar.

This summer's IPLI Seminar rocked! On Tuesday, July 11, 59 principals and 11 mentors were welcomed to Cohort 5. Dr. Todd Whitaker kicked off the seminar with *What Great Principals Do Differently*. Dr. Nancy Dana introduced our new cohort members to action inquiry. The evening festivities were held in the ISU Student Recreation Center with a BBQ dinner followed by team building activities.

On Wednesday, Cohort 4 joined Cohort 5. Over 100 teachers attended the seminar with the Cohort 4 principals. Dr. Pedro Noguera was the morning keynote. In his presentation, *Excellence Through Equity*, Dr. Noguera challenged more than 280 educators in the audience to focus on the right questions:

- Instead of focusing on how to raise achievement, we should ask: **How can we get our students excited about learning?**
- Instead of focusing on how to prepare our students for state exams, we should ask: **How do we prepare our students to be independent learners? What will they need to know to be successful in life?**
- Instead of asking how to cover the curriculum, we should ask: **How will I make what I teach relevant and meaningful to students?**



Chris Young of EdTech Heroes presents *Hack Your School* to IPLI principals and teachers.



Cohort members participate in team building exercises during the evening activities.

In the afternoon, Cohort 4 principals shared their Year 1 action research projects with Cohort 5 principals, while teachers learned how to use some innovative apps to improve learning in their classrooms from Chris Young and Marcus Painter in *How to Teach Like a Student*. Principals and mentors joined the teachers for the last presentation of the day by Young and Painter – *Hack Your School*. At the end of the day, we said goodbye to Cohort 5, equipped to begin their IPLI mini try-it action research projects.

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IPLI 2017 Summer Seminar Highlights (Continued)

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In the evening, Cohort 4 principals, teachers, and mentors gathered for BBQ and were introduced to *The Compass* team building protocol. On Thursday, they came together again to hear from Dr. Tammy Heflebower - *The Journey to Becoming a Professional Learning Community*. School teams had working sessions throughout the day to allow them to analyze their HRS™ data and begin identifying next steps towards improving their schools. Cohort 4 completed the day prepared to implement mini action research projects. Teams will share their results at the September seminar.



Dr. Tammy Heflebower presents *The Journey to Becoming a Professional Learning Community* to Cohort 4 principals, teachers, and mentors.

Thanks to everyone for a great Summer Seminar, especially our outstanding mentors!



Ideas to Ponder

by Linda Marrs-Morford, IPLI Director

Linda's Top 10 Back to School Tips for Principals

- Take care of yourself - <http://bit.ly/1BfwHfD>
- Be positive and optimistic - <http://edut.to/2wywuqG>
- Be a champion for kids - <http://bit.ly/1rn4U7U>
- Lead by example - <http://bit.ly/2fwHelt>
- Be a cheerleader for your school - <http://bit.ly/2uuqZYt>
- Be visible - Get out in the hallways & ask questions - <http://edut.to/2vr64a2>
- Get organized - <http://bit.ly/2uKJEPl> & <http://bit.ly/2vTF5XX>
- Let go of last year; everyone (including you) starts new - <http://bit.ly/2vU2ho3>
- Don't forget your support staff - <http://bit.ly/2vrjK52>
- Have fun! - <http://bit.ly/2uL3F8t>



Schools In The News

Belzer Middle School PBIS Rewards Room - The Bruins Den

Students at Belzer Middle School are “cashing in” their Positive Behavioral Interventions and Supports (PBIS) merit points to purchase tickets to use the PBIS Rewards Room during their lunch periods. According to IPLI Principal Andy Harsha, the room was created last spring with grant money and includes two Pop-A-Shot® basketball arcade games, a pool table, two televisions, an air hockey table, a ping-pong table, two foosball tables, and tables and chairs for relaxing. The room is becoming a popular choice for students. Teachers are also allowing students who have met or exceeded classroom behavior or academic expectations to utilize the room. The result has been more buy-in by both teachers and students into the PBIS program.



Cohort 4 Principal,
Andy Harsha

Principal Harsha loves the Bruins Den! *“Our students come from 6th grade where they had recess. I appreciate the value of having a mental break during the day where they can talk, laugh, be silly, and play. This gives students the opportunity to do that in a controlled environment. I also love when I can go in there and interact socially with students. Shooting hoops or playing ping-pong with the principal is a hoot for many of our students. It also allows them to see me in a light that they don’t get to see when they’re in my office or in the cafeteria.”*



Students at Belzer Middle School enjoy the PBIS Rewards Room during lunch period.

School/District Achievements

Decatur County Community Schools Becomes HRS™ Level 1 Certified



IPLI utilizes the Marzano High Reliability Schools™ (HRS) framework in year two of the program to create a common language and framework for school improvement planning. Although HRS™ offers a certification program, IPLI does not require schools to seek this recognition, but it is an option schools and districts may wish to pursue on their own.

One school district engaged in the HRS™ certification program is Decatur County Community Schools, and this past spring all schools achieved Level 1 (safe and collaborative culture) certification.

It all began with two Decatur principals who were part of IPLI – Jim Jameson, Cohort 1 and Marty Layden, Cohort 2. After hearing from HRS™ speakers Phil Warrick and Tammy Heflebower, Marty and Jim shared information with their district administration. The Decatur Administrative Team then decided to take their school administrators to the 2015 HRS™ Summit, co-sponsored by IPLI and the Clark Pleasant Community School District. The next year they took teachers from all schools to the summit and made the decision for the district to seek certification.



Pictured with their HRS Level 1 Certificate plaques are (l-r) Jim Jameson, South Decatur Jr. Sr. High School (IPLI Cohort 1); Marty Layden, South Decatur Elementary (IPLI Cohort 2); Rob Smith, North Decatur Elementary; and Charlie McCoy, North Decatur Jr. Sr. High School.

Being Level 1 certified has improved the culture of our schools. The staff has a feeling of accomplishment, and the community frequently compliments us for reaching this goal. The best part is we are modeling to all stakeholders that we are all accountable for the success of our students.

-- **Debbie Reynolds**, District Director of Learning

In his school, South Decatur Elementary Principal Marty Layden said the teachers who had attended the HRS™ Summit helped get the ball rolling. They were part of the Building Level Team (BLT) that guided the process. After analyzing the results of the HRS™ Surveys administered to parents, students, and staff members, they studied the data to identify leading and lagging indicators. Their first steps were to establish Professional Learning Community (PLC) groups and monitor their process. The district scheduled an early release time every week for PLC work, and Marzano Research provided support to help guide the process.

The journey has been worth it according to Marty, *Collecting data about our school safety and collaboration practices made our staff focus on the lagging indicators and improving the school overall. The PLCs focused on data and how that will drive the instruction. We saw growth in our NWEA scores and will soon find out how our ISTEP scores improved. We now have a narrowed school focus, and all the stakeholders have buy-in to the process. The shared decision-making process has given our staff a voice in the decisions that are made in the school and has become a powerful tool for school improvement.*

The work continues in Decatur schools. *In reality, we work on Levels 1, 2, and 3 simultaneously*, Marty said, but this year they will be focused on becoming Level 2 (effective teaching in every classroom) certified.

Congratulations Decatur County Community Schools!!



IPLI Mentors receive intensive training to prepare them to coach principals through the two-year program. Pictured left: Dr. Nancy Dana from the University of Florida is leading mentors through a series of activities focused on the action research component of IPLI.

Congratulations!

- IPLI Cohort 3 Principal, **Karen Shuman**, named Superintendent of Culver Community School Corporation.
- IPLI Mentor, **Rhonda Peterson**, named Principal at Brandywine Elementary School, CSC Southern Hancock Schools.
- IPLI Cohort 3 Principal, **Sarita Stevens**, named Principal at Elkhart Academy.
- IPLI Cohort 1 Principal, **Wendy Smedley**, named Assistant Principal at Frankton Jr. Sr. High School, Madison-Grant USD.
- IPLI Cohort 3 Principal & Cohort 5 Mentor, **Alicia Gatewood**, named Principal at Brook Park Elementary, MSD of Lawrence Township.
- IPLI Cohort 4 Principal, **Christy Wrightsman**, named ROI Coordinator for Brown County Schools.
- IPLI Cohort 2 Principal, **Nathan Boyd**, named Director of African-American Family Services for South Bend Schools.

If you are a member of IPLI and have made a position change, please let us know at lori.davis@indstate.edu.

IPLI Keynote Speakers September Seminars

Lawrence Township Education & Community Center in Indianapolis

Monday, September 25, 2017 - Cohort 4 Principals, Teacher-Leaders, & Mentors

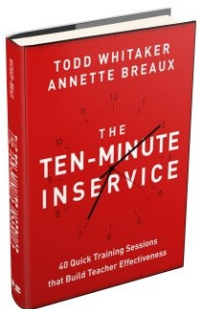


Dr. Phil Warrick is an associate vice president of Marzano Research Laboratory. He was an award-winning administrator for nearly twelve years, most recently as principal of Round Rock High School, which serves nearly three thousand students in Round Rock, TX. He is an author and consultant and has worked globally in the areas of school leadership, instruction, collaborative practices, and grading. Phil will be presenting ***The Journey to Becoming a Professional Learning Community – Effective Teaching in Every Classroom***.

Annette Breaux is a former classroom teacher, curriculum coordinator, and author of Louisiana FIRST, a statewide induction program for new teachers. Annette also served as the teacher induction coordinator for Nicholls State University in Louisiana. She has written several books and coauthored *New Teacher Induction* with Dr. Harry Wong. Annette will be presenting ***How to Impact Student Achievement and Behavior*** to our 120+ teacher-leaders.



Tuesday, September 26, 2017 - Cohort 5 Principals & Mentors



Annette Breaux is back on Tuesday morning to present ***The 10-Minute Inservice: 40 Quick Training Sessions that Build Teacher Effectiveness***.

Dr. Will Miller is a psychotherapist and health psychologist, who teaches Strategic Communications at Purdue University. Will has worked in Community Mental Health Centers, as well as in drug and alcohol rehabilitation programs. For 17 years, he was a professional stand-up comedian, headlining clubs across the country. He has made numerous television appearances, including *Nick at Nite* and was host of the NBC Daytime program *The Other Side*. Will is a recognized authority on stress and coping with change. In addition to writing several books, he is host to a weekly podcast on health and wellness (www.drwill.com). His presentation - ***Miserable @ Work: Stop Blaming the Job and Fix What's Really Broken***, promises to be unique!



Indiana New Administrator Leadership Institute

INALI Welcomes Cohort 4

The Indiana New Administrator Leadership Institute (INALI) welcomed its fourth cohort on Monday, July 17, 2017, at the INALI New Administrator Workshop. This year's cohort includes 78 new deans, assistant principals, and mentors -- our largest cohort to date.

Modeled after IPLI, INALI is a two-year intensive professional development program for new administrators. Participants attend a two-day summer workshop, either the IASP Assistant Principals Conference or Fall Conference, and day-long seminars in September and February. In addition, new school leaders are divided into regional groups that meet monthly and are mentored by retired school administrators.

The 2017 New Administrator Workshop featured a number of excellent speakers to help our new leaders launch their administrative careers. The next INALI seminar is scheduled for Monday, September 18, 2017, at Lawrence Township Education & Community Center.



Thank you to our 2017-2019 INALI Cohort 4 Mentors for "paying it forward." Pictured are Mark Kern, Mike Kelley, Randy Polston, Jerry Hale, Kim Lonsiger, Tim McRoberts, Adam Drummond, Joan Ellis, Susand Mardis, Vivian Murphy, and Al Mihajlovits.

2017 New Administrator Workshop Speakers

- ◆ Jim Lambert, Assistant Director for Special Services, MSD Wayne Township – *Special Education Basics*
- ◆ Ann Puckett-Harpold, M. A. Rooney Foundation – *Data, Data, Data!*
- ◆ David Woodward, Director of Building Physical Security & Safety, IDOE – *School Safety 101*
- ◆ Lizz Walters, Principal of Beech Grove High School and Andrea Korreck, Principal of Clinton Young Elementary – *Basics of Teacher Evaluation*
- ◆ Brenda Wolfe, Principal of Wheeler Elementary – *School Improvement Planning*
- ◆ Dave Emmert, Attorney, *School Law Update*
- ◆ Rhonda Roos, Education Consultant, *The Biggest Advantage of Principals and Why They're Not Using It!*