Growing Leaders to Impact Change!

LAWRENCE CENTRAL HIGH SCHOOL

FRANKLYN BUSH
FRANKLYNBUSH@MSDLT.ORG

Background Leading to this Inquiry

- Selected as Principal of LC 3 days before the start of the 2017-18 school year!

- Observations and "Rumors" why the school was not successful in certain areas.

- My Term 1 observations of my leadership team! Whoa…

- What part of change has the biggest impact?

Purpose of This Inquiry

To provide evidence that evaluating your leadership team (Admin, Dept. Chairs, Teacher Leaders, Parents & Students) is important when needing to change the culture and success of a building. Especially a large high school!

My Wondering?

With this purpose, I wondered how impactful this direction would be?

With this purpose, I wondered what truths would come out?

With this purpose, I wondered who would help me with the movement?

With this purpose, I wondered who would try to interfere and why?

My Actions

Year 1	
Term 1-Daily observation and journaling for myself of members of my leadership team.	Collected names from department leaders and admin staff who they thought were leaders in the building and why.
Term 2-Before Christmas Break, I completed official evaluations of all of my leadership team members and gain the positive and critical feedback.	Began observing the list of staff members who were selected as leaders to our school community. I wanted to gain my own perspective of them.
Term 3-Monthly meetings (group and individual) with each leadership member. Feedback was provide and documentation of my concerns and expectations	Began recruiting the staff members (7 exactly) to play more of a role in developing "who we are" in every aspect of our school community.
Term 4-At the end of the year, I replaced 3 AP's and 1 Department Chair.	Gave them a summer project on areas in school improvement (from their lense) to share with me over the summer.

My Actions

Year 2	
Term 1-Focused on my newly selected Leadership Team and gave them the ownership of their divisions with support	* I kept other leaders in the loop, but only focused on the "Above and Beyond" members to help establish a new culture.
Term 2-Began allowing the leadership team to "dig deeper" with-in their own departments to see in what other areas could we improve?	• They focused on their colleagues they work with daily. • Systems and Structures • Instruction and Data
Term 3-Through our work of shared leadership, our school wide academic vocabulary is more consistent.	• Leaders are able to develop and monitor our Conditions for Learning • Leaders are able to monitor and address adults who are impeding progress. • Our "who we are" is evident!
Term 4-More leadership changes have happened through this work at the department chair level.	

My Data & Data Collection

Impact From Growing Leaders -Progression of Opportunities-		
Projected to be at 93% Grad Rate! We created a team and system to monitor our seniors.	3 Teachers got into our TLA academy at the District level.	2 Teacher Leaders have been promoted to Department Leaders.
We had a Student Government for the first time in over 10 years! We have "Bear" mentoring program to serve our Middle School and Elementary Schools	We created systems and structures around assessments and data collection.	1 Department Leader was promoted into an Academic Coach for our building
We had a Homecoming Dance for the first time in over 10 years!	We developed a framework for our PLC's and PD, along with accountability.	Student opportunities have grown tremendously! *NHS *Legacy *Key Club *Latinos Leadership Club *Captains Table

My Discoveries

Learning Statement One: Change comes through people and opportunities!

Learning Statement Two: Less is more! Silence speaks volumes at times! Assess, reflect and recall!

Learning Statement Three: Be great at the simple things! Let go and help develop those who can be creative and follow the vision.

My Discoveries

Learning Statement One: Change comes through people and opportunities!

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My Discoveries

Learning Statement Two: Less is more! Silence speaks volumes at times! Assess, reflect and react!

At the end of the 2017-18 school year, I replaced 3 AP's and 1 Department Chair! I was able to replace them with people I helped develop.

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My Discoveries

Learning Statement Three: Be great at the simple things! Let go and help develop those who can be creative and follow the vision.

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Where Am I Heading Next?

School Wide: I've learned that I'm the principal of a school with great tradition and history! Through this process, I've learned that the stakeholders want that to continue.

Staff: I've learned that I have some hungry rock stars...and some lagging non-believers! By NOT addressing those that don't believe truly impedes our progress!

Next?: Going into year 3, what do I need to do different? What do I need to do the same? I Believe the level of support and accountability has to rise! How will that be accepted?

Bibliography