

Put your Oxygen Mask on Before Assisting Others

Eastwood Middle School
James Tutin
jtutin@msdwt.k12.in.us

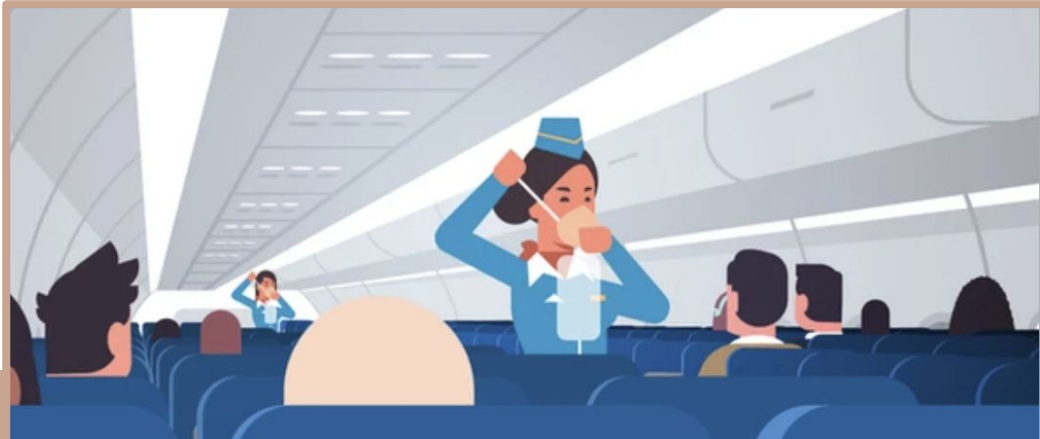


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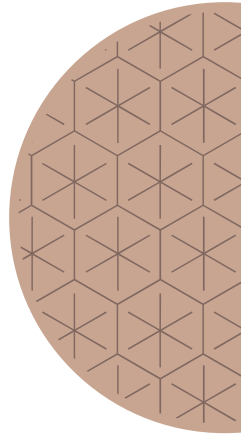
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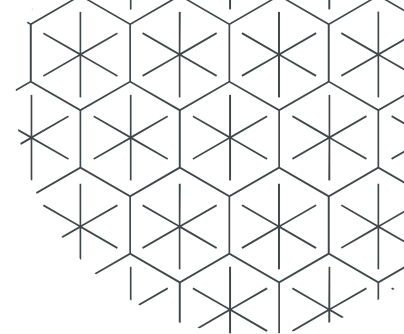
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Background Leading to this Inquiry

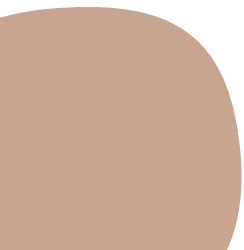
This is my second year as a building principal. Prior to this, I have served as assistant principal/athletic director in the same building for six years. Since taking on these responsibilities, I have slowly degraded positive habits into negative ones. In the last 10 years, I have become much more sedentary. At the end of my working day, I am exhausted. However, this has not always been the case. In my early 30's, I was active and more engaged with my family. I attribute this largely to the routines that I had developed and the accountability I had with a daily workout partner. My current reality is that neither my school nor my family get the best version of me. They both are owed more.



Purpose of this Inquiry



By leading a healthier lifestyle, my hope is that I will be able a more visible and effective building leader.



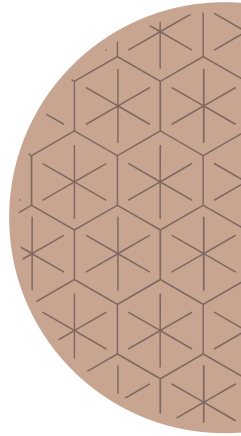
PCM Leadership Profile

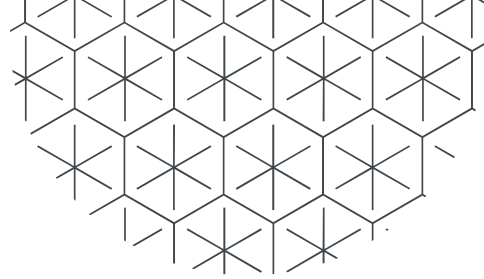
According to the PCM Leadership Profile, I have a thinker base and a thinker phase.

My base character strengths include being logical, organized, and responsible.

I understand data and formulate plans to meet goals and bring about the ability to think conceptually and strategically. I can prioritize tasks and develop strategies to improve efficiency and execution and care deeply about meeting goals and obligations.

My phase motivators include recognition of productive work and time structure. In this, I thrive on achievement and need to be productive and efficient. Planning and accomplishing tasks are intrinsically rewarding. I value time and how it is spent and benefit from a clear schedule.





My Wondering

I wonder how attending to my own health needs will help me better support the needs of my staff.

My Actions

- Establish workout schedule based on my age and weight
 - Membership at 9Round Fitness – 30 minute workouts
 - 4 workouts per week – minimum
- Utilize a health plan for monitoring food intake
- Identify time to spend building stronger relationships with members of my family (wife and children)
- Increase my water intake meeting hydration goals daily
- Get a subscription to Men's Health
- Monitor Activity Tracker on Apple Watch
- Read the book, Juggling Elephants by Jones Loflin and Todd Musig
- Read the book, Atomic Habits by James Clear
- Meet with District Health and Nutrition Specialist periodically
- Inform my staff of my goal and my actions.
- Block out my schedule for Classroom Walkthroughs

Noted Takeaways from Juggling Elephants by Jones Loflin and Todd Musig

The book *Juggling Elephants* is an analogy of how to create a better work-life balance. The concept of a three ringed circus is presented to the reader to better illustrate the importance of balancing the professional life, the personal life, and relationships. Some important concepts that I took away from the reading include:

- Not all acts belong in your circus: pick and choose the right commitments
- All acts need to fulfill your purpose: work on the right things; what fills your time should move you closer to your goals.
- Set yourself up for success and delay responses until you have the needed resources
- Prioritize
- You may need to delegate management of some acts: get help when it makes sense
- Make sure to schedule an occasional intermission for the circus: take the time to step back and review your performance. Ask for feedback.



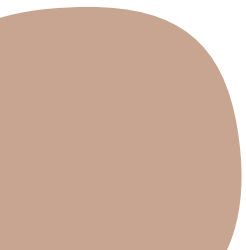
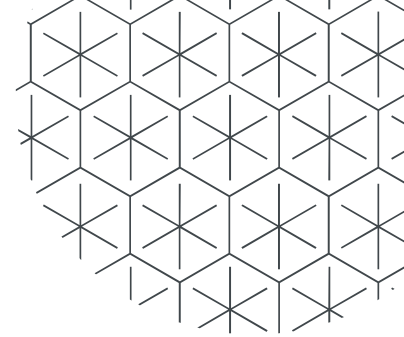
Noted Takeaways from Atomic Habits by James Clear

Atomic Habits is the best book on developing systems to support positive (or negative) habits that I have ever read. I have recommended it numerous times since I have completed it. Here are some of the impactful takeaways from the book

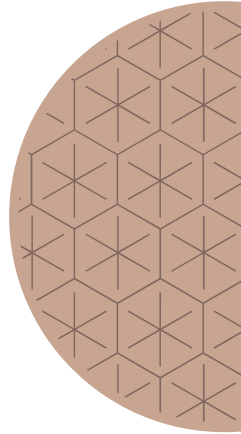
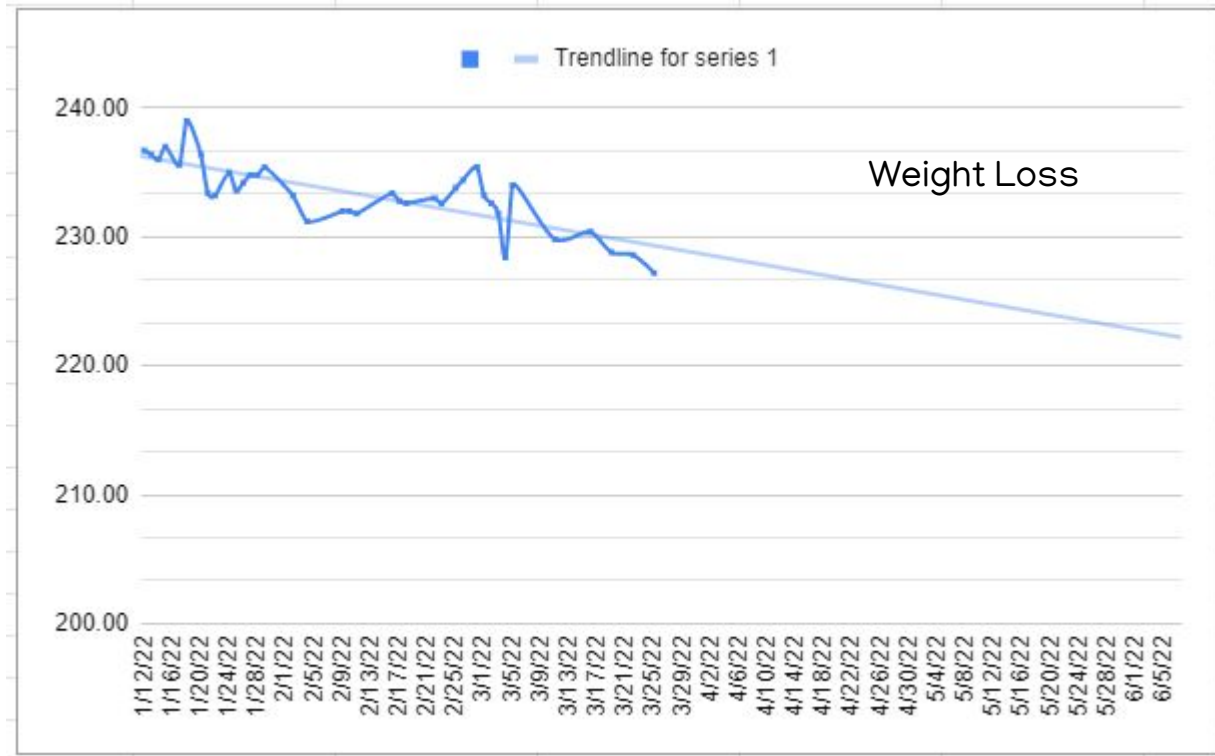
1. Getting 1 percent better every day counts for a lot in the long-run.
2. You do not rise to the level of your goals. You fall to the level of your systems.
3. Every action you take is a vote for the type of person you wish to become. No single instance will transform your beliefs, but as the votes build up, so does the evidence of your new identity.
4. How long does it actually take to form a new habit? You just need to get your reps in.
5. Reduce friction. Decrease the number of steps between you and your good habits.
6. Use temptation bundling. Pair an action you want to do with an action you need to do.
7. Use a habit tracker. Keep track of your habit streak and 'don't break the chain.
8. Never miss twice. When you forget to do a habit, make sure you get back on track immediately.

Data Collection

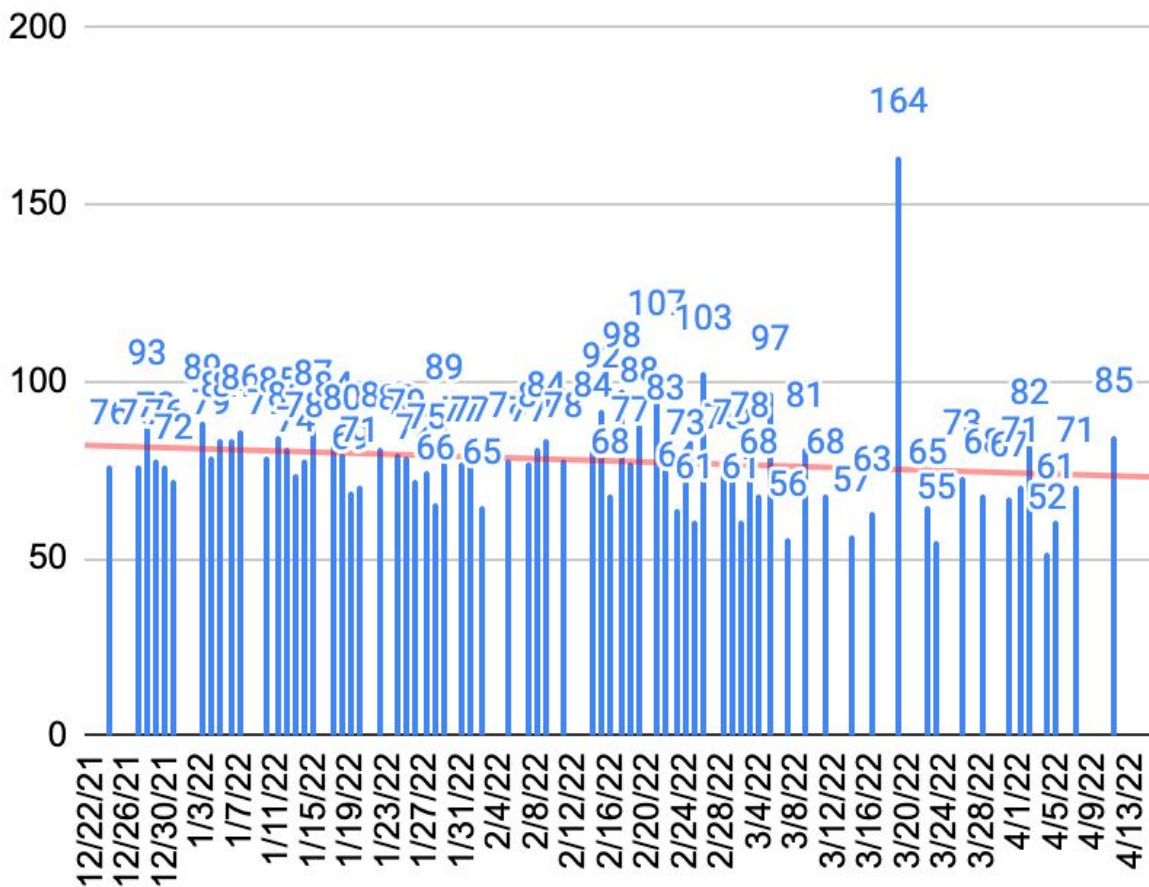
- Workout Fidelity
- Pulse Point Activity
- Water Tracking
- Restaurant Visits
- Classroom Observation per week



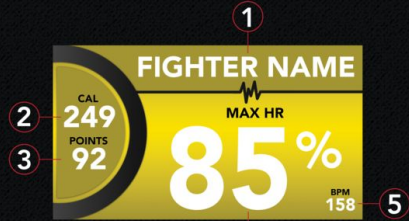
My Data



Pulse Points



HEART RATE SYSTEM



- 1. Fighter Name
- 2. Calories Burned
- 3. Pulse Points Earned
- 4. Effort Level (% of max)
- 5. Heart Rate (BPM)

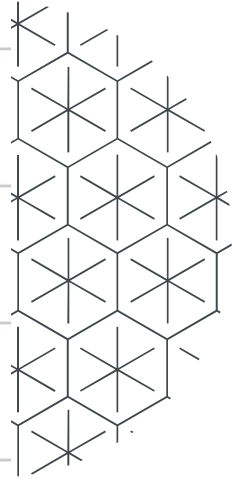
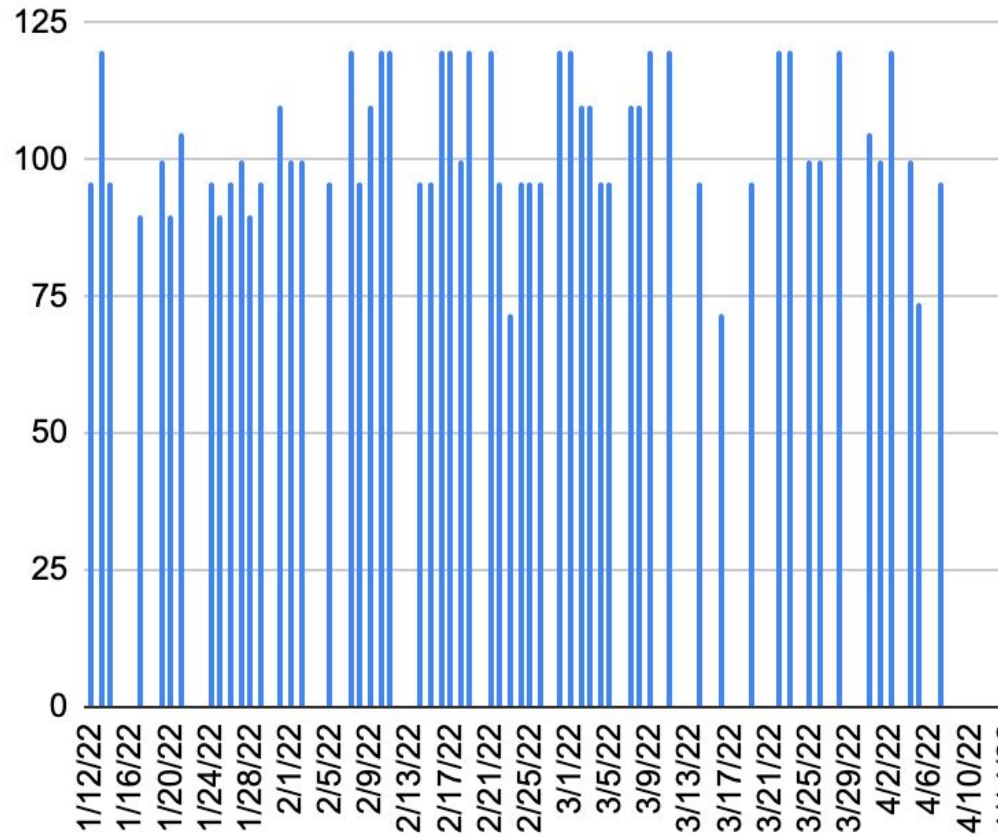


Closed (Sat./Sun.)	26
Missed	9
Worked Out	68
Total Days since start	105
Workout Fidelity %	86.77%



RESULTS EMAILED AFTER EVERY WORKOUT!

Water Intake by oz.



Average Lunch Expenditure

6 week average BEFORE

\$46.79

Weekly Average Since

\$10.34

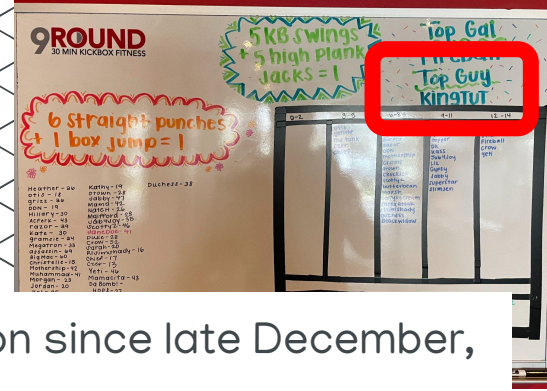


Classroom Observations

9.54 captured
walkthroughs or observations
per week

My Discoveries

- I have greatly enjoyed the workout regime that I have been on since late December, keeping up with it consistently.
- I have felt more energy throughout the day and have been sleeping soundly throughout the night.
- Working out has been a source of decompression and stress release
- Two to three times per week, I have been accompanied by my wife, and having a common workout regime has strengthened our relationship.
- Monthly competitions have provided additional motivation leading to an increased intensity of my workout.
- I have been able to consistently go out on dates with my wife. We are currently doing what we call “Eat the Alphabet.”
- My most current check-up with my physician has showed improvement in areas of heart health (Heart Scan done on April 1st indicated no evidence of plaque.



Next Steps...

- I have been tracking my daily progress and this has been a motivational element of the progress I have made. I intend to continue tracking my progress as I have up to this point.
- While I have had healthy meals as part of my diet, I have continued to supplement my diet with unhealthy options. Continued work is necessary in this area if I hope to make significant progress toward my weight loss goal.

Bibliography

Clear, J. (2019). *Atomic habits an Easy & proven way to build Good Habits & Break Bad Ones*. Penguin Audio, an imprint of the Penguin Random House Audio Publishing Group.

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Put your Oxygen Mask on Before Assisting Others

Principal Name: James Tutin

School Name: Eastwood Middle School

Principal's Email Contact: jtutin@msdwt.k12.in.us

Background Leading to My Inquiry (Slide 3)

This is my second year as a building principal. Prior to this, I have served as assistant principal/athletic director in the same building for six years. Since taking on these responsibilities, I have slowly degraded positive habits into negative ones. In the last 10 years, I have become much more sedentary. At the end of my working day, I am exhausted. However, this has not always been the case. In my early 30's, I was active and more engaged with my family. I attribute this largely to the routines that I had developed and the accountability I had with a daily workout partner. My current reality is that neither my school nor my family get the best version of me. They both are owed more.

The Purpose of My Inquiry (Slide 5)

Therefore, the purpose of my action inquiry was to determine if by leading a healthier lifestyle, would I be a more visible and effective building leader.

My Wondering (Slide 6)

With this purpose, I wondered how attending to my own health needs will help me better support the needs of my staff.

My Actions (Slide 7)

As I thought about how I might successfully meet my goals, I considered times when I had success as well as failure in the past. I knew that I would need to have a high degree of accountability as well as a workout that would motivate me to continue to strive for success. I knew that I might need some support with creating the processes to support new and healthy habits as well.

My wife had been successful in achieving her health goals by joining 9Round Fitness and had been consistently working out for over three years. Her success led me to believe that this would be a successful route for me to take as well. This regime consisted of a varied workout every day with the support of a personal trainer and

monitoring data to track progress. After having a membership at Planet Fitness for two years, and not visiting more than half a dozen times, I knew that I would need something more intimate. My goal was to workout at least 4 times per week.

In the health world, people will often say you can't outwork a poor diet. Regardless how often you work out, if your diet doesn't change, you will likely not see the results that you are looking for. This is especially true when weight loss is one of those goals. My hope would be to closely track my calorie intake to support my weight loss goals.

One challenge in taking on the responsibilities of the building leader has been to set boundaries between my work and personal life. It would be my intention to improve my relationship with my family by strengthening the boundaries between my work life and my home life. To do this, I read the book Juggling Elephants and worked to identify date nights at least every other week. This text supported my desire to grow in this area.

I knew that many people who join gyms will start strong but by mid-February they would start to slip in their consistency. I identified James Clear's book, Atomic Habits, as a desired read to help support my new healthy habits.

To help with accountability, I reached out to our district's health and nutrition specialist and set up monthly meetings to discuss my progress. Many districts underutilize this staff member. It was my intention to take full advantage of this support. I believe that accountability is a driving factor in my success. So, I took my goals to my staff and shared with them what I was doing and how I hoped to achieve these goals. While I didn't count on this being a significant contribution to any success I might have, I have been very pleased with the comments and acknowledgements that staff have made regarding my progress.

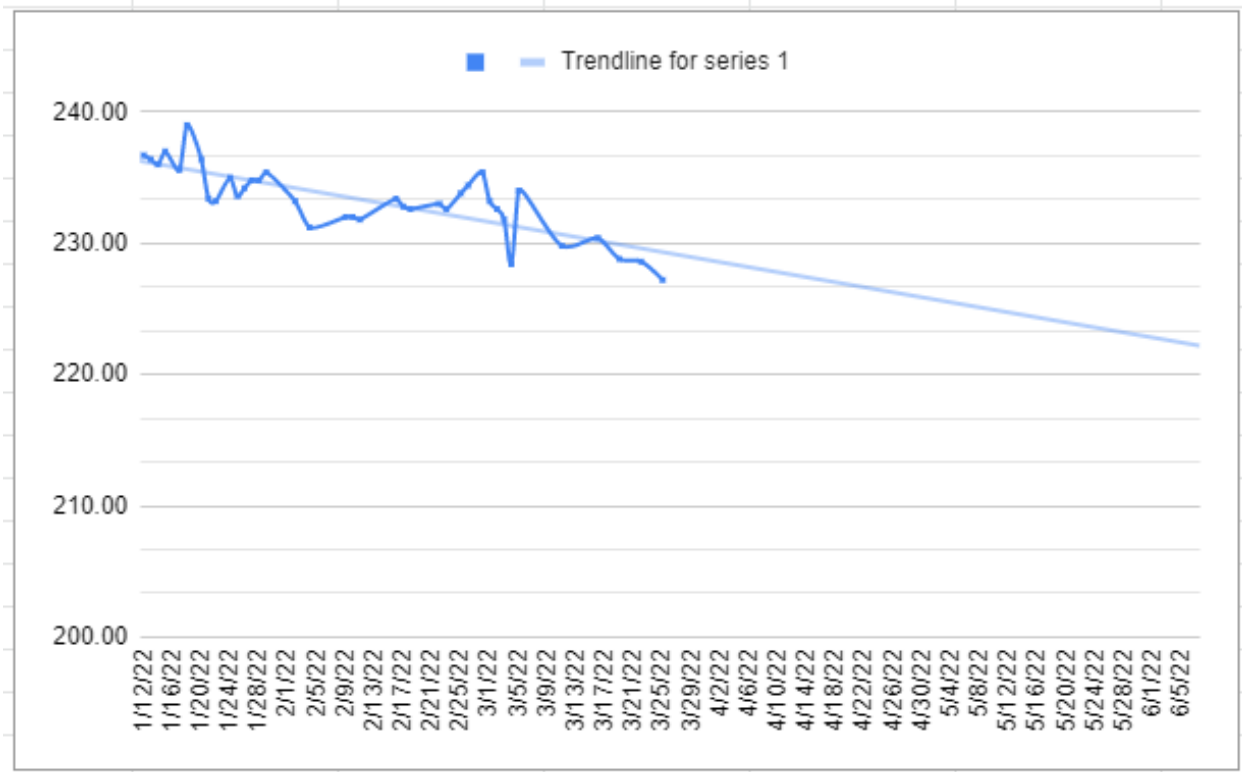
Lastly, I blocked out one hour per day to conduct classroom walkthroughs. In this hour, I take no meetings, and devote this time to getting in classrooms. This has been a constant reminder as to my intentions behind this project.

Data Collection (Slide 10)

Data collected for this project includes my workout fidelity, pulse point activity, water tracking, lunch expenditures, and average classroom observations per week. Workout fidelity is the number of days I have worked out over the number of days the gym has been open over the project. Pulse Point activity refers to the immediate feedback given to 9Round members based on healthy heart rate exertion during a workout. It has been my goal to track 100 ounces of water daily, which I have kept on my smart watch. Lunch expenditures refers to the amount of money on average spent prior to starting this project compared to the amount of money spent on lunches during the project itself. Lastly, is the average number of classroom visits over the course of this project.

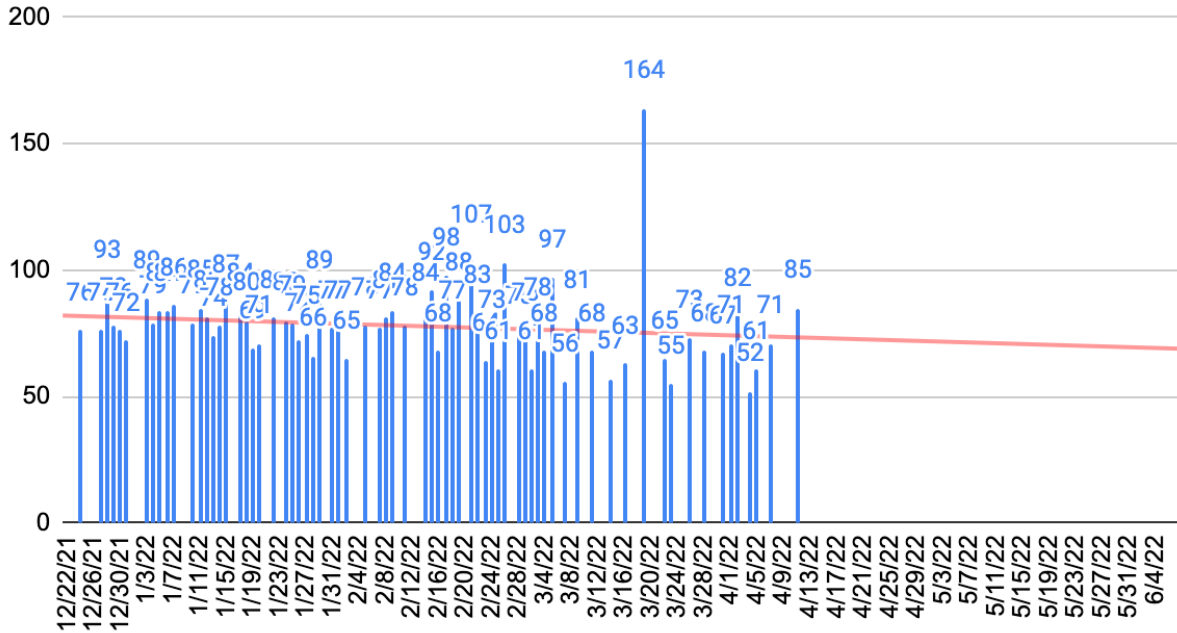
My Data (Slides 11 - 16)

Quantitative Data – Weight Loss



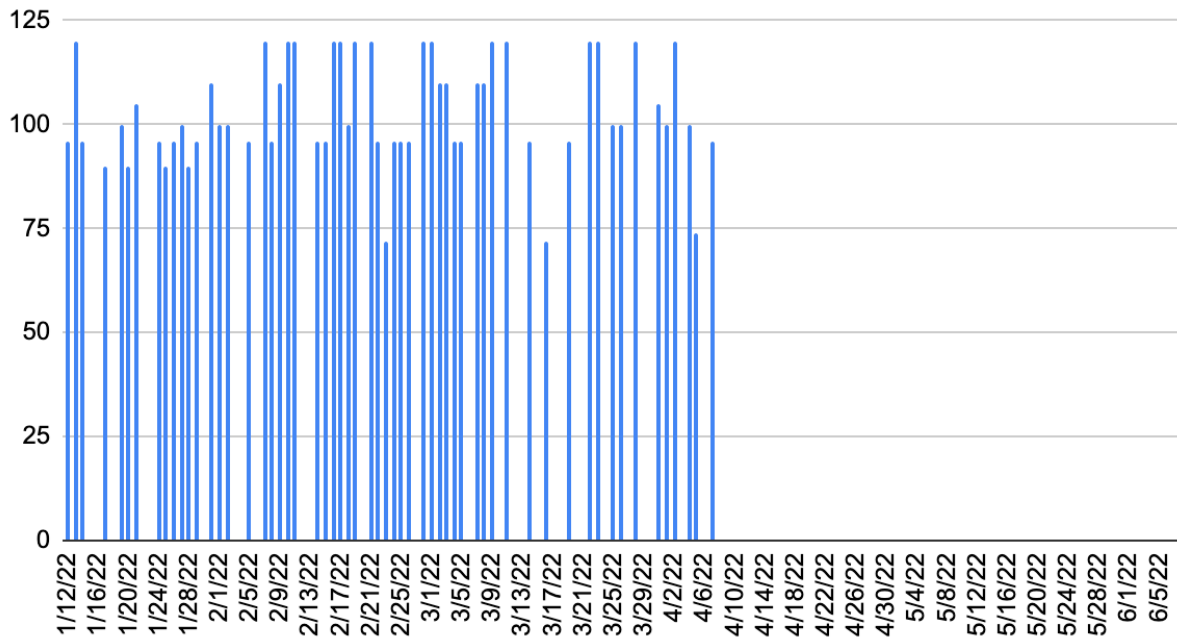
Quantitative Data – Pulse Points

Pulse Points



Quantitative Data – Water Intake

Water Intake by oz.



Quantitative Data – Average Lunch Expenditure

6 weeks average before starting \$46.79
Weekly average since starting \$10.34

Quantitative Data – Classroom walkthroughs and observations
9.54 captured per week on average

My Discoveries (Slide 17)

- Learning Statement One: By consistently working out, I have felt more energy throughout the day, slept more soundly, have felt less overall stress, and has led to improved heart health.
- Learning Statement Two: By working out with my wife, our relationship has strengthened.
- Learning Statement Three: By consistently, I have been able to be more visible in the hallways and in teachers' classrooms and this has provided me with a better pulse on the needs of our students and staff.

Since I have been working out, I have noticed that I haven't felt the need to consume as much caffeine and have been more alert later in the day. I have been able to sleep more soundly at night, waking up infrequently. On numerous occasions, I have been able to take work stress into the gym and release it in the workout. The workout has been physically draining and in some ways cathartic. Prior to starting my project, my biometric screening indicated elevated heart rate. The health worker shared that I should see my doctor and in turn, he recommended a heart scan to rule out any blockage. Not only did my heart scan show no plaque buildup, but after working out for approximately one month, my heartrate had dropped within normal limits.

My second learning is regarding a strengthening of my relationship with my wife. We have struggled finding time for the two of us. However, two to three times per week, we can go to the gym together. We constantly encourage (and commiserate) with each other of the difficulty of the workout. Even when we can't go to the gym together because of conflicts we may have, we discuss the workout and how we were challenged most in the various rounds. In the last couple of months, we have gotten a wine club membership to Cooper's Hawk, which gives us monthly wine tastings. Additionally, we have started a monthly adventure in which we go out to eat at a new restaurant each month. We call this adventure, "Eat the Alphabet" because every month the restaurant name must progress through the alphabet.

My last learning is that I have been able to get out into classes more regularly at a rate of 9.54 walkthroughs per week. I am satisfied with this visitation rate and hope to continue being in classes at a similar rate moving forward.

Where I Am Heading Next (Slide 18)

As I consider this action research project, I have learned that my students and staff deserve a leader that can give them everything while there. By living a healthier life, I am more available to do this. I know that I will need to continue to track my progress daily to hold myself accountable to these healthy habits. However, to truly reach my health goals, I will need to continue to improve my diet. This may require investigating various programs that assist in the tracking of foods.

Bibliography (Slide 19)

Clear, J. (2019). *Atomic habits an Easy & proven way to build Good Habits & Break Bad Ones*. Penguin Audio, an imprint of the Penguin Random House Audio Publishing Group.

Dana, N. F. (2009). *Leading with passion and knowledge: The principal as action researcher*. Corwin.

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