**IPLI LEADERSHIP TEAM & COHORT 6 MENTORS’ MEETING**

**Wednesday - July 15, 2020 / 1:00-5:00 p.m.**

* **1:00 *KNOWING* Each Other More Deeply (Rhonda)**

Seated in a circle facing one another, we will take time to get to know each other more & build upon our levels of trust by individually answering the following questions:

* Where did you grow up?
* How many siblings do you have and where do you fall in that order?
* Please describe a unique or interesting challenge or experience from your childhood.
* **1:45 *REFLECTING* on Year One Action Research (Jane)**

Using the *Feedback Nightmares* protocol, we will address our fears about both getting and giving feedback as a mentor. This protocol should help us arrive at a better, more respectful feedback process.

Following the protocol, we will discuss each of the three questions below and debrief after each one. As we debrief, chart paper notes will be taken in the following format:

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| --- | --- | --- |
| STRENGTHSof mentees’ AR | AREAS of IMPROVEMENT for mentees’ AR | *Feedback Nightmares* ideas for strengthening mentor feedback |
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* Considering the quality indicators in relationship to the action research completed by the Cohort 6 principals in your regional cohort last year, what do you believe to be the **strengths** of the AR your mentees completed?
* What do you believe to be the **areas of improvement** of the AR your Cohort 6 principals completed?
* And specifically, where do you feel your **skills as a mentor** could have been better?
* **2:30 Break**
* **2:45 *MENTORING* a Bit Differently (Mike)**

Mike will begin a brief discussion of helping our Cohort 6 mentors understand the changing role of the mentor in Year Two. Other mentors will join in the discussion of how we must model skills for our principals to use with their teachers.

* **3:15 *BEING* Brave Leaders (Rhonda)**

Rhonda will utilize the *Block Party* protocol by using quotes from Brene Brown *(attached)* on being vulnerable as a leader and the trust it can build with teams.

Rhonda will close with an exercise called “Braving” where the seven elements of trust will be shared. Mentors will choose one area that resonates with them as an area of growth to focus their work with their mentees in Year Two. We will also consider our participation in AR as we complete an inquiry cycle of our own!

* **4:15** ***PREPARING* for Next Thursday** and any **Action Research** questions **(Linda & Brian)**

**Brene’ Brown Quotes on Vulnerability**

“Owning our story can be hard but not nearly as difficult as spending our lives running from it. Embracing our vulnerabilities is risky but not nearly as dangerous as giving up on love and belonging and joy – the experiences that make us the most vulnerable. Only when we are brave enough to explore the darkness will we discover the infinite power of our light.”

“Authenticity is a collection of choices that we have to make every day. It’s about the choice to show up and be real. The choice to be honest with people. The choice to let our true selves be seen.”

“Vulnerability sounds like truth and feels like courage. Truth and courage aren’t always comfortable, but they’re never weakness.”

“Vulnerability is the birthplace of love, belonging, joy, courage, empathy, and creativity. It is the source of hope, empathy, accountability, and authenticity. If we want greater clarity in our purpose or deeper and more meaningful lives, vulnerability is the path.”

“Understanding the difference between healthy striving and perfectionism is critical to laying down the shield and picking up your life. Research shows that perfectionism hampers success. In fact, it’s often the path to depression, anxiety, addiction, and life paralysis.”

“To love someone fiercely, to believe in something with your whole heart, to celebrate a fleeting moment in time, to fully engage in a life that doesn’t come with guarantees – these are risks that involve vulnerability and often pain. But, I’m learning that recognizing and leaning into the discomfort of vulnerability teachers us how to live with joy, gratitude, and grace.”

“What we know matter, but who we are matter more.”

“Staying vulnerable is a risk we have to take if we want to experience connection.”

“I spent a lot of years trying to outrun or outsmart vulnerability by making things certain and definite, black and white, good and bad. My inability to lean into the discomfort of vulnerability limited the fullness of those important experiences that are wrought with uncertainty. Love, belonging, trust, joy, and creativity to name a few.”

“Vulnerability is the birthplace of connection and the path to the feeling of worthiness. If it doesn’t feel vulnerable, the sharing is probably not constructive.”

“Vulnerability is about showing up and being seen. It’s tough to do that when we’re terrified about what people might see or think of us.”

“The intention and outcome of vulnerability is trust, intimacy and connection. The outcome of oversharing is trust, disconnection – and usually a little judgment.”

“The difficult thing is that vulnerability is the first thing I look for in you and the last thing I’m willing to show you. When vulnerability comes from you, it’s courageous and daring. From me, it feels like weakness.”

“’Crazy-busy’ is a great armor. It’s a great way for numbing. What a lot of us do is that we stay so busy, and so out in front of our life that the truth of how we’re feeling and what we really need can’t catch up with us. We make it so we don’t have time to be vulnerable because we’re too scared.”

“Vulnerability is not weakness. And that myth is profoundly dangerous.”

“Humans walk this tightrope where any sign of weakness illicits shame, and so they’re afraid to make themselves vulnerable for fear of looking weak.”

“To me, a leader is someone who holds her- or himself accountable for finding potential in people and processes. And so what I think is really important is sustainability. Finding the good in people and addressing areas of concern.”

“I think our capacity for wholeheartedness can never be greater than our willingness to be broken-hearted. It means engaging with the world from a place of vulnerability and worthiness.”

“Perfectionism is not the same thing as striving to be our best. Perfectionism is not about healthy achievement and growth; it’s a shield.”