

# NEWSLETTER



The official newsletter of the Indiana Principal Leadership Institute



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On September 23rd, IPLI will host Dr. Anthony Muhammad at their September Seminar.



# A New School Year...What's Next?

IPLI is a premier professional development opportunity for the practicing principals of Indiana. We are here to support you, encourage you, and provide growth in your leadership as we learn together, lead together, and connect.

Many articles, tweets, and posts this summer have been dedicated to the ideas of what schools should do now after surviving the pandemic. While there have been many great ideas, each school district will need to determine their needs and put forward their plans to support students, teachers, and their community. However, we have experienced a change and have learned new ways to do many things: communication, contact tracing, transportation, nutrition programming, etc. One thing that became the most apparent was understanding the need for building relationships. While we always knew it was necessary for education, connecting with students has become more critical than ever. Understanding brain states, emotional well-being, and mental health have risen to the surface as a vital component of "What's Next?"

As we consider the beginning of a new school year, we must consider how we will help everyone feel they belong. Beginning with our staff, what will we do to create our team, lead with compassion, and build a positive culture? As our students arrive at our doorsteps, how will we greet them and their families to provide an avenue of success and belonging from the beginning? The changes have been challenging to navigate, yet the pandemic is not over; we are just moving into a new phase. However, we will continue to move in a forward direction, leading and learning as we grow. And it is the relationships that we forge that will have a lasting impact and make the decisions about "What's Next" come a little easier.

Principals continue to lead and are vital to the success of our Indiana students. We are grateful for their leadership as they are learning leaders leading learners! As schools have now reopened, we wish everyone a safe and healthy school year!

## Ideas to Ponder

### "How was your workout?"

By Jack Birmingham, IPLI Mentor and Assistant Superintendent at Union Township School Corporation

Many people ask this question often. You may have even asked that question to a friend or family member. The answers vary depending on the mindset of the person working out! Those who are working out for the first time in forever or look to transform their physical fitness in a few weeks will say, "I nearly died" or "why am I doing this?" Some will even say, "it was exactly what I needed!" (Those souls are in a category all by themselves.) No matter the response, you will rarely hear them answer, "it was relaxing and peaceful like I was sitting at the beach!" However, they all seem to return to the workouts and constantly look to see the physical and mental transformation over time.

This past school year has been the workout of ALL workouts for our building leaders, at times more challenging than 100 stomach crunches or a 10-mile run. So as you begin a new school year, now is the time to reflect to see how the Covid-19 school year has transformed you and your leadership skills. There have been times where you have had to make decisions on the fly, and then in a matter of days or weeks, change yet again. "Unprecedented" is a term that we have been accustomed to hearing. Yet, as a building leader, you had to utilize every tool in your leadership belt to handle the year.

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As you reflect on how you have grown as a leader this year, take note of the times you needed to strengthen your organizational skills to handle hybrid learning. Or you might work on toning up your relational skills by showing grace and support to staff members who were struggling emotionally with the effects of the pandemic. Additionally, as the leader, you were looked at for leadership more than ever to address the unknown. Somehow, somehow, you were thrust into that role of displaying leadership skills you never realized you had! Much like the muscles, you begin to feel after those P90X workouts!!!

So after you begin these few tough “laps” of the school year, take time to sit back, reflect and plan to develop some of the skills that this challenging workout of a school year showed for you. Yes, it’s okay to look in the mirror, as some of the workout friends love doing this! You will see a more decisive, more resilient leader that will be showing incredible results from this past school year, who is ready for their next “workout” in 21-22. Let’s hope it is not quite the workout we just had, but if it is, you are ready!

## IPLI Seminars

Social distancing was the theme as we came back together on the ISU campus in the Summer of 2021 in the newly renovated Hulman Center. It was so great to welcome Cohort 9 along with Cohort 8 and Extended Cohort 3, enabling over 330 principals, teacher-leaders, and administrators to come together since 2019 safely.



On Tuesday, July 6, Cohort 9, consisting of 47 principals and 11 mentors, heard from Dr. Nancy Dana, who introduced them to the action research process. In the afternoon, Dr. Todd Whitaker shared What Great Principals Do Differently, energizing the group.

Cohort 8 and Extended Cohort 3 joined on Wednesday morning to hear David Simpson from the Table Group discussing the Five Dysfunctions of a Team and the Six Working Genius Types. While principals shared action research projects, teacher leaders and Extended Cohort 3 heard from Kim Campbell on Motivating the Middle and practical tips for engaging students in the classroom.

On Thursday, Cohort 8 worked on the High-Reliability Schools framework with Dr. Tammy Heflebower. Teams had an opportunity to examine and analyze their data as Dr. Heflebower shared strategies to develop safe and collaborative cultures in their schools.



“It was two days that I needed! I was able to be around individuals experiencing many of the same feelings that I have had this past year. Great chance to interact and collaborate with peers! Thanks!”

**Summer Seminar Attendee**

# Principal Recognition

Congratulations to past and current IPLI Principals that are nominated for the 2021 IASP Indiana State Principals of the Year!

## Elementary

- ◇ **Bonnie Stephens**, Heavilin Elementary, District 1
- ◇ **Michael Miller**, Franklin Elementary, District 4
- ◇ **Teresa Stuckey**, Sugar Grove Elementary, District 8
- ◇ **Trael Kelly**, Pleasant Grove Elementary, District 9
- ◇ **Holly Arnold**, Newburgh Elementary, District 11

## Middle School

- ◇ **Ann Marie Caballero**, Fegely Middle School, District 1
- ◇ **Karriane Polk-Meek**, Julia E. Test Intermediate School, District 6
- ◇ **Amber Walters**, Avon Intermediate School West, District 8
- ◇ **Jayme Herbert**, Greendale Middle School, District 10

## High School

- ◇ **Barry Youngmans**, Goshen High School, District 2
- ◇ **Chad Rodgers**, Greencastle High School, District 8
- ◇ **Robert Hadley**, Rushville Consolidated High School, District 10

## Apply for Cohort #10

*Applications are now being accepted for IPLI Cohort #10. Information about the two-year program and how to apply are available at [www.indianapli.org](http://www.indianapli.org). Participation in IPLI includes:*

- Mentoring by trained, highly-qualified mentors;
- Regional monthly focus-cohort meetings;
- Seminars featuring nationally recognized school leaders;
- Access to resources to support the needs of principals and their schools including Marzano High Reliability Schools™ Network;
- Membership in the Indiana Association of School Principals;
- Registration for the Indiana Association of School Principals Fall Professionals Conference;
- An opportunity to enroll in 12 university credits toward the Indiana State University Educational Specialist degree program at a significantly reduced tuition rate; and
- 45 Professional Growth Plan (PGP) points for each year of participation. Completion of IPLI fulfills IMAP requirements.

**Applications open on November 21st!**

# Welcome!

On July 6th, 47 Principals and 12 mentors kicked-off their IPLI journey at the IPLI Summer Seminar!

## COHORT 9 PRINCIPALS

- ◇ Tyneasha Banks, Beveridge Elementary
- ◇ Linda Biggs, Lost Creek Elementary
- ◇ James Bishir, Northwestern Middle School
- ◇ Jenna Blech, Ethel Jones Elementary
- ◇ David Burden, Washington Elementary
- ◇ Brian Burelison, Eminence Jr/Sr High School
- ◇ Alicia Cornelius, Linton-Stockton High School
- ◇ Michelle Coughlin, Iddings Elementary School
- ◇ Lauren Dado, Hammond Area Career Center
- ◇ Christina Davis, Allen J Warren Elementary
- ◇ Jodi Day, Battle Ground Middle School
- ◇ Thomas Hakim, Washington Woods Elementary
- ◇ JR Haskins, Tri-County JR/SR High School
- ◇ Brandi Herrod, West Side Leadership Academy
- ◇ Kim Kesler, Ernie Pyle Elementary
- ◇ Elizabeth Krutz, La Porte Middle School
- ◇ Christine Lawbaugh, Morocco Elementary
- ◇ Joni Lawyer, Orleans Elementary
- ◇ Stephanie Leasure, North Side Elementary School
- ◇ Devon Marine, Greenfield Intermediate School
- ◇ Arveneda McDonald, Joshua Academy
- ◇ Patricia Meadows, Leo Jr/Sr High
- ◇ Michael Megyesi, Fieler Elementary
- ◇ Kellee Merritt, Spring Mill Elementary
- ◇ Jenna Moree, Eisenhower Elementary
- ◇ Michael Nehring, Decatur Middle School
- ◇ Kellie Pearson, Columbia Elementary
- ◇ Karen Perkins, North Elementary
- ◇ Nicholas Petralia, Salk Elementary School
- ◇ Katie Pieta, Joseph Hess Elementary
- ◇ Kelly Plank, Northeastern Middle School
- ◇ Ashley Ransom, Haverhill Elementary
- ◇ Kristin Rodman, Sugar Grove Elementary

- ◇ Mark Shadiow, Waldron Jr/Sr High School
- ◇ Joe Sheffer, Brownstown Central High School
- ◇ Marisa Simmons, Thea Bowman Leadership Academy
- ◇ Le Terra Smith, Maywood Elementary
- ◇ Tierney Stevenson, Vaile Elementary
- ◇ Jay Strickland, Crawfordsville High School
- ◇ Tamara Swarens, Grant Line Elementary School
- ◇ Ashlee Tanoos, Lost Creek Elementary
- ◇ James Tutin, Eastwood Middle School
- ◇ Chaitra Wade, Banneker Elementary @ Marquette
- ◇ Alan Walczak, Morton Elementary
- ◇ Meg Welch, Weston Elementary
- ◇ Scott Widner, Tri Junior Senior High School
- ◇ Daniel York, Eastwood Elementary School

## COHORT 9 MENTORS

- ◇ Nathan Boyd, Principal, Navarre Middle School
- ◇ Brent Bokhart, Principal, Crawfordsville Middle School
- ◇ Jaime Carroll, Principal, Wayne Center Elementary
- ◇ Brittany Greene, Principal, Spencer Elementary
- ◇ Rhonda Lanie, Principal, Howard Elementary
- ◇ Amy Linkel, Director of Elementary Education, Switzerland County Schools
- ◇ Christy Merchant, Principal, Grassy Creek Elementary
- ◇ Krista Nelson, Principal, Center Grove Elementary
- ◇ John Ralston, Principal, Perry Meridian Sixth Grade Academy
- ◇ David Robertson, Assistant Superintendent of Elementary Education, Warsaw Community Schools
- ◇ Chad Rodgers, Principal, Greencastle Senior High School
- ◇ Emily Tracy, Superintendent, Brown County Schools



Cohort 9 at the 2021 Summer Seminar.

# IPLI Extended

IPLI Extended is a formal, year-long, intensive professional development program for IPLI graduates. Extended allows participants to dig deeper into topics covered during the IPLI experience. In addition to three-day-long seminars, graduates meet in regional focus cohorts throughout the state (August, October, and February). Topics vary from year to year so that graduates can enroll in Extended multiple times. When appropriate, IPLI Extended participants are encouraged to bring teacher-leaders with them to the seminars.

**The theme for 2021 – 2022 is**

**“Advancing Equity and Inclusion through Culture, Effective Teaching and Curriculum.”**



The September Seminar will feature Dr. Anthony Muhammad. His Transforming School Culture approach explores the root causes of staff resistance to change.



On Thursday, January 27, 2022, Dr. Tameka Hobbs from Florida Memorial University will share her research on equity and inclusion as it pertains to Effective Teaching & Curriculum.



Dr. Dennisha Murff will present at the January Seminar. Throughout her education career, she has worked hard to incorporate equity, social justice, and culturally responsive practices into her work.

## Welcome IPLI Extended Cohort 3!

Cohort 3 of IPLI Extended consists of 24 graduates and 4 mentors.

### COHORT 3 PARTICIPANTS

- ◇ Nancy Campbell, Prosser Career Education Center
- ◇ Rebecca Daugherty-Sanders, Ben Davis University High School
- ◇ Casey Dodd, Mt. Vernon High School
- ◇ Veronica Eskew, East Chicago Urban Enterprise Academy
- ◇ Jody French, Perry Central Jr. Sr. High School
- ◇ Michelle Ginkins, New Albany High School
- ◇ Erica Glenn, Bethune Early Childhood Development Center
- ◇ Jayme Herbert, Greendale Middle School
- ◇ April Holder, Wilson Elementary
- ◇ Wendy Ivey, Highland Hills Middle School
- ◇ Ryan Jenkins, Central Elementary
- ◇ Brian Jones, Portage High School
- ◇ Staci Knigga, Central Elementary

- ◇ Jennifer Korfhage, Thomas Jefferson Elementary
- ◇ Matt Maple, East Central Middle School
- ◇ Jeff McCullough, Adams Central High School
- ◇ Grant Peters, Greensburg Community High School
- ◇ Samantha Phegley, Sullivan Elementary
- ◇ Karrienne Polk-Meek, Test Intermediate
- ◇ Steve Snodgrass, New Haven Intermediate
- ◇ Teresa Stuckey, Sugar Grove Elementary
- ◇ Matthew Taylor, Montezuma Elementary School
- ◇ Karen Wesely, Great Clark County Schools
- ◇ Rob Willman, Floyd Central High School

### COHORT 3 MENTORS

- ◇ Jane Rogers, Milan Community School Corporation
- ◇ Rhonda Roos, Educational Consultant
- ◇ Rex Ryker, Crawfordsville Community School
- ◇ Shawn Wright-Browner, J. Everett Light Career Center

Visit us on the web at [Indianapli.org](https://Indianapli.org)

# INALI



The Indiana new Administrator Leadership Institute (INALI) welcomed its eighth cohort in July 2021 in Indianapolis. This year's cohort includes 98 new deans, assistant principals, and principals.

Modeled after IPLI, INALI is a two-year intensive professional development program for new administrators. Participants attend a two-day summer workshop in July, day-long seminars in September and February, and attend the IASP Assistant Principals Conference or Fall Professionals Conference. Each is provided the opportunity to meet in smaller regional groups led by an experienced mentor.

The Summer 2021 Workshop featured several excellent speakers to help our new leaders in Cohort 8 launch their administrative careers. Ann Puckett-Harpold from the Rooney Foundation shared data information followed by Dr. Rhonda Roos discussing the Deliberate and Courageous Principal. Dr. Todd Bess shared the School Leader Paradigm, Seamus Boyce discussed School Law, and the IASP President Aimee Lunsford ended the day with capacity building. The second day featured Bea Younker on surviving the first years of leadership with discussions on school finance by Jud Wolfe, special education by Jill Lambert, and growth mindset building led by Katy Eastes.

Cohort 7 began Year 2 with Tiffany Barrett sharing information on problems of practice, Dr. Dennisha Murff on equity in the learning organization, Tina Seymour discussing finding our "Why," followed by Steve Baker sharing information on leadership. All in all, both cohorts were energized with topics to support them as they grow in their leadership.

INALI designs its curriculum around the School Leader Paradigm created by the School Leader Collaborative, consisting of a consortium of state principal associations dedicated to supporting and sustaining the professional growth of school principals and their leadership teams. Three of six domains are implemented each year, focusing the first year on the Learning Leader with personal, social, and systems intelligence. The Learning Organization in the focus of the second year with culture, systems, and learning domains. "Principals or learning leaders should always be simultaneously improving their own leadership competencies, or becoming while doing the work of moving their learning organizations forward." Bess, T. (2019). BECOMING WHILE DOING. The JOURNAL.

## INALI Seminar Dates

### Cohort 7

September 14, 2021

November 18-20, 2021

November 21-23, 2021

February 9, 2021

### Cohort 8

September 13, 2021

November 18-20, 2021

November 21-23, 2021

February 8, 2021

# September Seminar

September will be alive with IPLI seminars at the Lawrence Township Education and Community Center, 6501 Sunnyside Road in Indianapolis. Connecting from work done this summer, each cohort of principals will continue action research to grow their leadership and their schools.

## Tuesday, September 21 - Cohort #8

**Dr. Nate Regier:** Nate Regier, is the CEO and founding owner of Next Element Consulting, a global leadership firm dedicated to bringing compassion into the workplace. Dr. Regier is a former practicing psychologist and expert in social-emotional intelligence, interpersonal communication, and leadership. Recognized as a Top 100 keynote speaker,\* he is a Process Communication Model® certifying master trainer and co-developer of Leading Out of Drama® and The Compassion Mindset® training and coaching systems. He hosts a podcast called OnCompassion with Dr. Nate, writes a weekly blog, contributes to multiple industry publications and blogs, and is a regular guest on podcasts.



## Wednesday, September 22 - Cohort #9

**Dr. Phil Warrick:** Phil Warrick spent the first 25 years of his education career as a teacher, assistant principal, principal, and superintendent and has experience leading schools in the states of Nebraska and Texas. He was named 1998 Nebraska Outstanding New Principal of the Year and was the 2005. In 2011, Phil joined the Solution Tree-Marzano Resources team and works as an author and global presenter in the areas of high-reliability school leadership, instruction and instructional coaching, assessment, grading, and collaborative teaming.

**Dr. Lori Desautels:** Lori Desautels has been an assistant professor at Butler University since 2016, where she teaches both undergraduate and graduate programs in the College of Education. Lori was also an assistant professor at Marian University in Indianapolis for eight years, where she founded the Educational Neuroscience Symposium, now sponsored by Butler University. Lori is co-author of the social and emotional competencies for the state of Indiana published in January 2018.



## Thursday, September 23 - Extended

**Dr. Anthony Muhammad:** Anthony Muhammad is an author and international thought leader. He currently serves as the CEO of New Frontier 21 Consulting, a company dedicated to providing cutting-edge professional development to schools worldwide. He served as a practitioner for nearly twenty years. Dr. Muhammad is recognized as one of the field's leading experts in school culture and Professional Learning Communities at Work (PLC). The Global Gurus organization recognized Dr. Muhammad as one of the 30 Most Influential Educational Thought Leaders in the world in 2021.



Indiana Principal Leadership Institute

Dept. of Educational Leadership, Bayh College of Education

401 N 7th Street, UH 213, Terre Haute, Indiana 47809 / 812.237.2932 / indianapli.org



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