

# To the Point is Better for Everyone

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## **Background That Led to Your Inquiry:**

I was starting my fourth year as the principal at Tecumseh-Harrison Elementary. I was slow to make changes other than the fact that I simply lead with a different style from the previous administrator. Staff has been empowered and initially we were on an overall upswing. This had leveled out and because of the design of our building we were starting to have some separation. After a lot of discussions with various staff and a staff survey it was time to improve. I needed to figure out a way to keep professional development meaningful. Staff with young children struggled to stay for the traditional hour long meetings. The other issue that needed to be addressed was getting the staff together for connection purposes. Therefore, the purpose of my action research was to maintain PD momentum and engage staff on a regular basis.

## **Statement of Your Wondering:**

With this purpose, I wondered if weekly to the point staff meetings with a weekly update would be the answer.

## **Methods/Procedures:**

To gain insights into my wondering I began to look at what caused me the most frustration. What made me ask...why don't they know that? This led to a few surveys that identified that waiting monthly was too long of a gap for whole . The weekly electronic update took care of that concern. Then was how to respect staff time and get all staff at the meetings. We have a lot of staff with young children. Following the weekly short meeting allowed to accomplish a sustained momentum with professional development but respected staff at the same time.

## **Stating Your Learning and Supporting it with Data:**

As a result of analyzing my data staff appreciated the weekly time together. Doing away with the traditional required hour long meeting led to more engagement. Moving the management type things into a digital format saved time for professional development.

The first decision to go to a weekly meeting was well received by all staff. When surveyed the format model based after the "The Ten Minute Inservice" by Annette Breaux and Todd Whitaker was preferred by 100% of staff. Also having the weekly meetings in a different classroom allowed for staff to showcase what they are doing. This led to no longer having the traditional hour long meeting which was also preferred by all staff. Changing it up required communicating management type items to a weekly digital format. This has resulted in fewer teachers missing deadlines.

## **Providing Concluding Thoughts:**

I have learned to trust in myself and to not just follow the norm within the district. Through the process I have realized the teachers at Tecumseh-Harrison are not as attached to many of the processes that have been around for years. Many of the teachers in fact just needed permission to fly.

**References:**

N/A