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### **Background Leading to My Inquiry**

- Leadership is made up of many individual moments, experiences, and choices that contribute to the overall picture. Thriving on achievement and the need to be productive, I maintain a daily To-Do list and include 1-2 positive highlights for the day. As a person who needs to feel that my work is reflective of my values, I embarked on a reflective journey, organizing and sorting my positive highlights noted from October 2023 to February 2024.

### **The Purpose of My Inquiry**

- I have been able to navigate through several phases, according to the Process Communication Model, which gives me lots of experiences to communicate and lead. As a leader, I diligently maintain a daily To-Do list and capture positive highlights to foster a sense of achievement. Therefore, my purpose of inquiry was to discern whether the recorded highlights reflect a sense of accomplishment and the core values I cherish in my leadership.

### **My Wondering**

- With this purpose, I wondered how tracking positive highlights from my day will allow me to find what I value in my leadership.

### **Sub Questions:**

- Do I have common themes in what I note as positive highlights?
- What will I learn about myself as a principal?
- Will I make any changes in my administrative practices?

### **My Actions**

- July-September: I wondered if I scheduled weekly reflective, quiet time for myself, would it keep me positively charged? I used my daily To-Do list and accomplishments to reflect on a weekly basis, and noted feelings before and after my reflective time.
- October-February: After meeting with Emily Tracy, I altered my wondering and data collection to focus on recording the positive highlights from my daily To-Do list. I sorted and organized my highlights into categories.
  - Student Interactions, Teacher Leadership & Development, Curriculum/Instruction/Assessment, My Professional Growth & Sharing, and Other
- March-April: I documented my data utilizing graphs to represent the number of data entries and percentages. I continued to analyze my AR work and set a goal to increase student interactions until the end of the school year.

### **Data Collection**

- I maintained a daily To-Do list and recorded positive highlights in my work log/journal on a daily basis.
- This data collected covered various aspects of my leadership centered around student interactions, teacher leadership and development, curriculum-instruction-assessment, my professional learning and sharing, and a category for other.

**Rhoades  
Elementary  
Aretha Britton  
PrincipiPAL**



**A  
Mosaic  
of  
Leadership  
Values**

# Background Leading to this Inquiry


Leadership is made up of many individual moments, experiences, and choices that contribute to the overall picture. Thriving on achievement and the need to be productive, I maintain a daily To-Do list and include 1-2 positive highlights for the day. As a person who needs to feel that my work is reflective of my values, I embarked on a reflective journey, organizing and sorting my positive highlights noted from October 2023 to February 2024.

**Base: Persister ~ Phase: Thinker**



# Purpose of Inquiry

I have been able to navigate through several phases, according to the Process Communication Model, which gives me lots of experiences to communicate and lead. As a leader, I diligently maintain a daily To-Do list and capture positive highlights to foster a sense of achievement. Therefore, my purpose of inquiry was to discern whether the recorded highlights reflect a sense of accomplishment and the core values I cherish in my leadership.



# My Wondering

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## Sub Questions:

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# My Actions/Data Collection



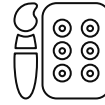
## July-August

- I wondered if I scheduled weekly reflective, quiet time for myself, would it keep me positively charged
- I used my daily To-Do list & accomplishments to reflect on a weekly basis
- I noted feelings before and after my reflective quiet time



## September

- I switched from my regular daily journal to using a separate weekly journal
- I used a 2 sided journal and reflected before and after my quiet time
- I documented my thoughts of feeling positively charged



## October

- I met with Emily Tracy to discuss my wondering
- My journal task was feeling like a burden or another To-Do task, not a recharging
- I shifted my focus to highlighting what I accomplished from my daily To-Do list



## October

- After meeting with Emily Tracy in October, I altered my wondering and data collection to focus on capturing the positive highlights from my daily To-Do list instead of scheduling a weekly reflective time

# My Actions/Data Collection



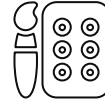
## Nov/Dec/Jan

- Maintained my To-Do list and recorded positive highlights on a daily basis



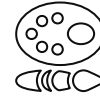
## February

- Sorted and organized my positive highlights into categories
- Categories: Student Interactions, Teacher Leadership & Development, Curriculum/ Instruction/Assessment, Family/Community, Professional Growth & Sharing, and Other



## March

- Documented my data utilizing a bar graph and a graph displaying the percentages for each of the categories
- Determined what I captured as positive highlights revealed what I value in my leadership

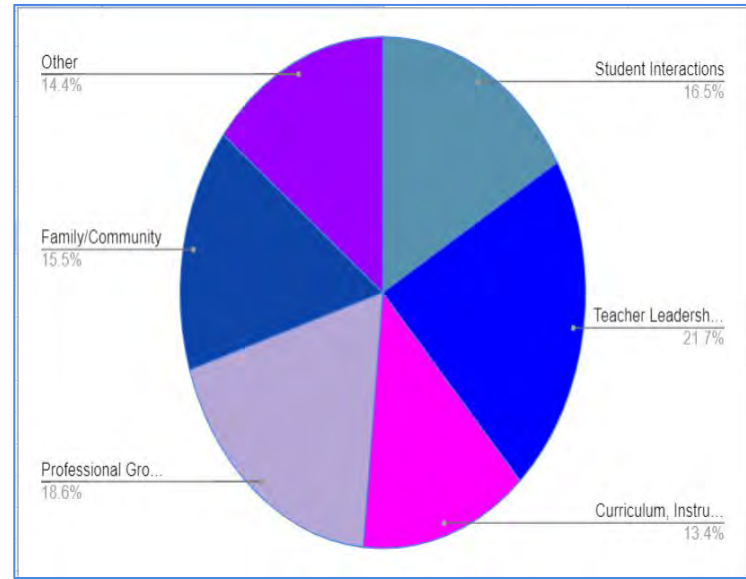
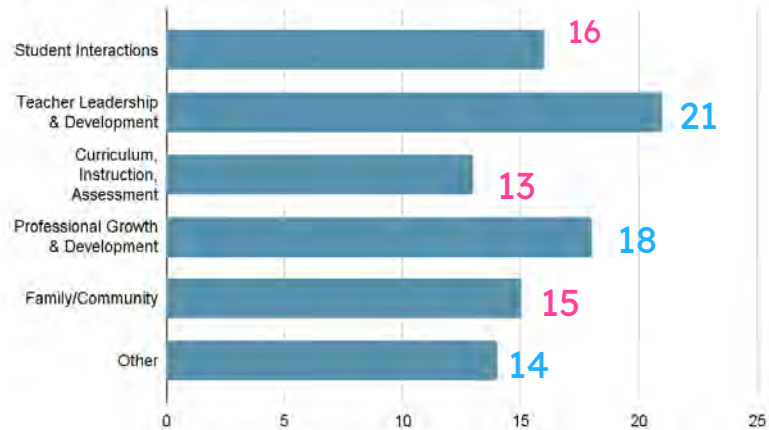


## April

- Completed my Powerpoint presentation and continued to analyze my AR work
- Based on my data, I set a goal to increase my student interactions until the end of the school year

# MY DATA

Points scored





# Journal Entries: Positive Highlights

*Led the HDA for our principals' meeting*

*Straight As Student Celebration w/students, families, and our Superintendent*

*Thrilled to attend IASP Fall Conference & IPLI Luncheon to share our work*

*Selected teacher leaders for our Literacy Leader Cadre & they were excited*

*Guided observations of our reading & math curriculum completed with positive feedback*

- Straight As Student Celebration
- Collaboration w/Principals (meeting)
- IPLI Regional Cohort Prep :-)
- New teacher good observation
- DET Sign-Up: Largest Active Team
- 11/2 School Board Visit-Success!- Showcase REI Teachers
- Planning w/REI Team for Wayne Learns Conference
- Completed IASP Lightning Panel Slides
- Classroom observations in 2nd and 4th
- Wellness Wednesday: Gratitude message (blue post-its)
- IASP Conference/IPLI Luncheon to share our work
- Share IT You Make A Difference Award w/district for new IT Deyante
- Extra pay approved for teacher doing 2 sped jobs
- My new laptop
- 2nd Community Newsletter Completed Tiger News
- I kept my cool with a teacher that was really disrespectful to the AP
- Thrive student answered the phone when I called 😊
- Class Observations-working with small group
- Prepare week of treats for students and staff



# My Discoveries

- I learned that I do feel prepared and accomplished by keeping a daily To-Do list.
- I learned that tracking daily positive highlights recharged my positive fuel.
  - From the end of October until the beginning of February, I recorded 97 highlights.
- I learned that what I recorded reveals what I value in my leadership.

# Daily To-Do List

I begin and end my day with a To-Do List. I feel prepared when I maintain a list of tasks to complete. I also feel a sense of accomplishment when I complete my list. I check items as I complete them. At the end of the day, I create a new list and add the unfinished tasks to the next day. Sometimes items on the list will carry over to the following week.

# Daily Positive Highlights

Tracking daily positive highlights in my work log/notebook was a new task for me. I have a routine to begin my day and end it. I also journal write in the evenings. But, I never thought about recording positive highlights to end my school day. From October 2023-February 2024, I captured 97 positive highlights. This additional daily entry definitely set the tone for me leaving work on a positive note. I absolutely loved capturing my positive moments in a busy unpredicted work life.

# Leadership Values

Professional and personal are two characteristics I use to describe myself. I take pride in fostering positive relationships and meeting the needs of students, staff, families, and the community. My data results reflect a balanced time of interacting with students (16.5%), developing teacher leadership (21.7%), and engaging with families and the community (15.5%). In summary, I learned that what I recorded reveals what I value in my leadership. I believed it, and now I have evidence.



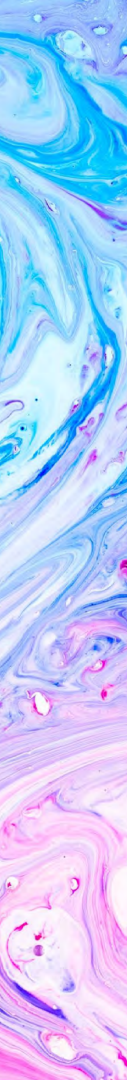
# Where I'm Headed Next

In conclusion, my journey of conducting action research has provided valuable insights into my leadership style through the lens of the Process Communication Model. Identifying my base as a persister and my phase as a thinker has offered clarity regarding my character strengths and motivators.

Gaining an understanding of my personal distresses and blind spots has helped me to identify potential leadership styles and communication models among staff members. I have adapted my approach to provide diverse opportunities for staff contributions, such as incorporating unstructured time, individual spaces to reflect before working as a collaborative group, and sending out agendas ahead of meetings to allow for time to work ahead and reflection.

# Where I'm Headed Next

Moving forward, I intend to continue recording positive highlights and categorizing them monthly into the defined categories. My goal is to increase my student interactions by the end of the school year. In the end, my action research journey has reaffirmed the importance of self-awareness and intentional leadership practices in fostering a positive and effective work environment. Leadership is made up of many individual moments, experiences, and choices that contribute to the overall picture, *A Mosaic of Leadership Values*.



**“One should make one’s life a mosaic. Let the general design be good, the colors lively, and the materials diversified.”**

**—Marthe Bibesco**







THANKS!

# THANKS!

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MSD Wayne Township

Rhoades Elementary

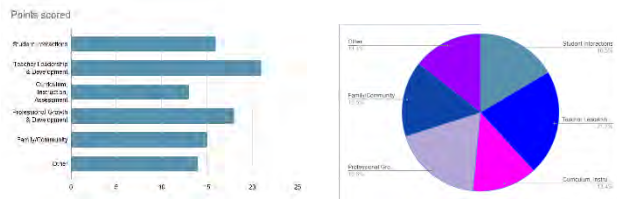
2022 Indiana Principal of the Year

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## My Data



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- My data results reflect a balanced time of interacting with students (16.5%), developing teacher leadership (21.7%), and engaging with families and the community (15.5%).

## Journal Entries: Positive Highlights

- Straight As Student Celebration
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  - I also feel a sense of accomplishment when I complete my list. I check items as I complete them. At the end of the day, I create a new list and add the unfinished tasks to the next day. Sometimes items on the list will carry over to the following week.
- I learned that tracking daily positive highlights recharged my positive fuel.
  - From the end of October until the beginning of February, I recorded 97 highlights.
- I learned that what I recorded reveals what I value in my leadership.
  - My data results reflect a balanced time of interacting with students ((16.5%), developing teacher leadership (21.7%), and engaging with families and the community (15.5%).

## Where I Am Heading Next

- My journey of conducting action research has provided valuable insights into my leadership style through the lens of the Process Communication Model. Identifying my base as a persister and my phase as a thinker has offered clarity regarding my character strengths and motivators. Understanding of my personal distresses, communication style challenges, and blind spots has helped me to identify potential leadership styles and communication models among staff members.
- Moving forward, I intend to continue recording positive highlights and categorizing them monthly into the defined categories. My goal is to increase my student interactions by the end of the school year.
- In the end, my action research journey has reaffirmed the importance of self-awareness and intentional leadership practices in fostering a positive and effective work environment. Leadership is made up of many individual moments, experiences, and choices that contribute to the overall picture, *A Mosaic of Leadership Values*.

## Bibliography

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