

IPLI Year 1

My Wondering Delegation...Can I do it?

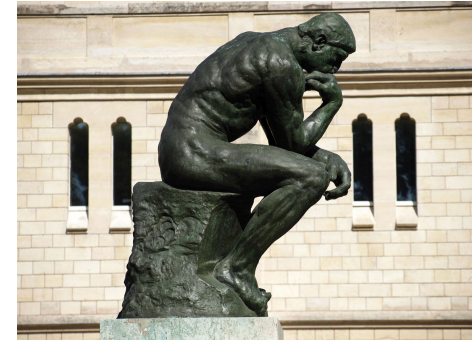
Brian Burelison
Eminence Jr/Sr High School



PCM Results

According the PCM model, I have a rebel base and a thinker phase:

- Over time, your delegation will become haphazard and employees may experience you as confused and disorganized.
- Overcontrolling: You will believe that you are worthwhile and others are not worthwhile because they are lazy, stupid, disorganized, and/or irresponsible. As a result, you will attempt to exert more and more control to make people do what you want and have things done as you want them done.
- Over time, your employees will develop resentment because they experience you as not trusting them to do their work.
- Reduce your risk of burnout.
- Create and maintain a good/work life balance ensuring that you place value on the personal and professional aspects of your life.



My Purpose/Wondering



The Purpose:

The purpose of this action research project is to begin delegation techniques and organization techniques so that events can be divided to building leaders and top performing students.

My Wondering:

In order to maintain a healthy work/life balance, how can I structure my priorities and time to find ways to build up teacher leaders by delegating daily organizational tasks or organizational projects?

My Actions

- Sit down every Sunday and develop a weekly/daily to-do list
- Create a timeline for all of the projects that I/we have going on
- Sit down with teachers during pd and talk to them about our projects
- Ask if anyone wants to help or step up on any project
- Instead of bringing home work nightly, I will just bring my agenda home and prioritize new and updated things instead of work
- Create a leadership team and meet bi-weekly with them (Spiderman Group)
- Continue to be first class and keep the standards but don't stress over things
- Do not present as much to school board (only one per month)
- Restructure AD support
- Remove unnecessary items for daily, weekly, yearly, and multi year to-do lists.
- Create a detailed and more organized system (files, subs, agenda, google classroom)
- Start saying NO!
- Emphasis on important daily tasks. Be more narrow focused (No more jack of all trades and master of none)
- Candid conversation with superintendent about reducing workload
- Staff Survey

Data Collection

-Removed 12 projects from 2021-2022 remaining school year.

(The Y program, 8 man football, drama, games club, archery, volunteer day, alumni project, college/career day, travel team, aquaponics, digital scoreboard, senior trip)

-Delegated 4 projects (digital sign, military project, bottle caps, broadcasting)

-Able to complete other items and projects far ahead of time (graduation, 22/23 scheduling, senior day)

-Google Form- Survey for staff (how they feel) organized, chaotic, etc.....
4 question survey

-Timelines for all projects put in detail on Google calendar

-Spider man group meetings

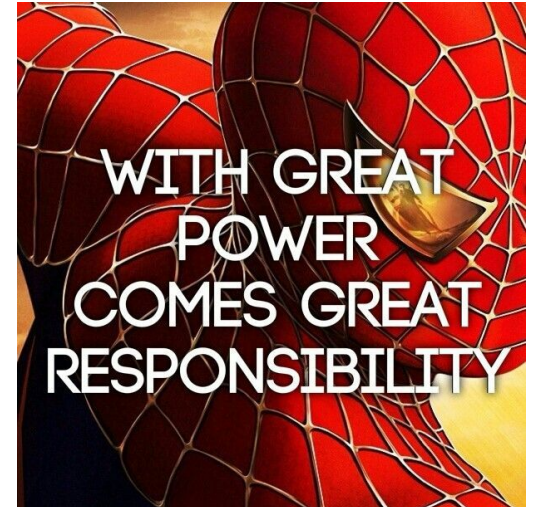
1/31/22

2/7/22

2/21/22

3/7/22

3/29/22



File Home Insert Page Layout Formulas Data Review View Tell me what you want to do... Sign in Share

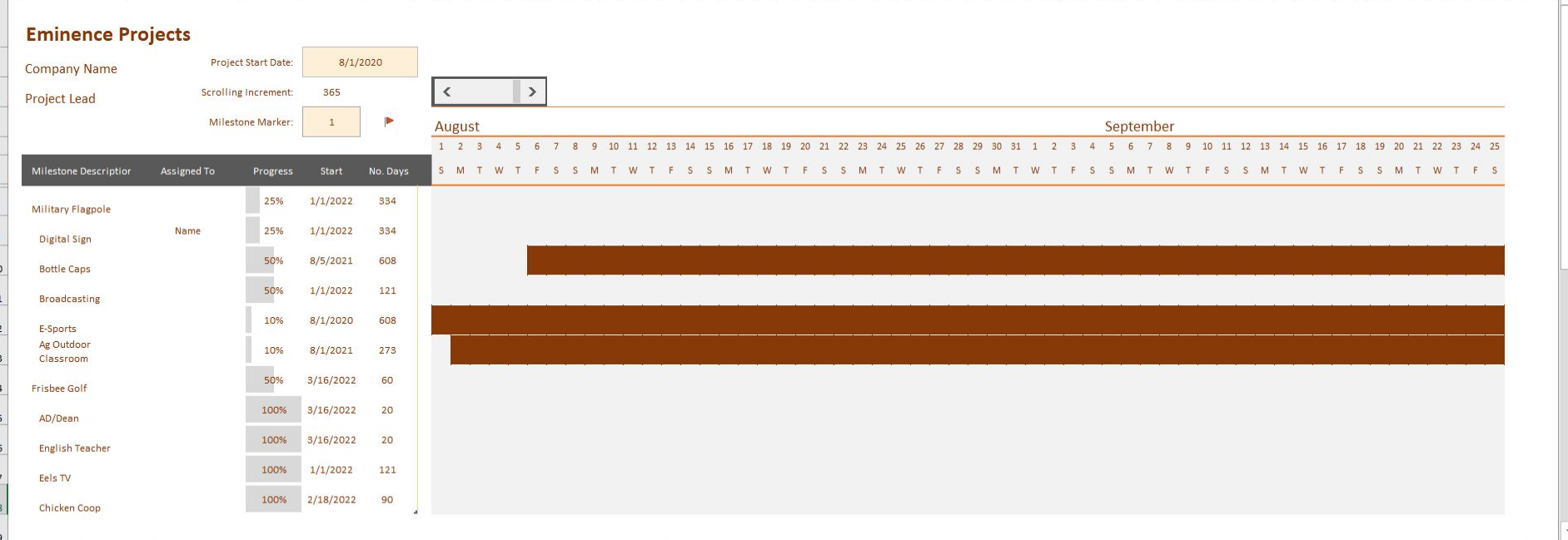
Clipboard Font Alignment Number Styles Cells Editing

Calibri 11 A A Wrap Text General \$ % .00 .00 .0

Conditional Formatting Table Styles Insert Delete Format Fill Clear Sort & Find & Filter Select

BO18

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z AA AB AC AD AE AF AG AH AI AJ AK AL AM AN AO AP AQ AR AS AT AU AV AW AX AY AZ BA BB BC BD BE BF BG BH BI BJ BK BL



Daily Planner

DATE: / /
M T W T F S S

MUST-DOS:

-
-
-
-
-
-

MY SCHEDULE

8:00 AM

9:00 AM

10:00 AM

11:00 AM

12:00 PM

1:00 PM

2:00 PM

3:00 PM

4:00 PM

5:00 PM

6:00 PM

7:00 PM

SHOPPING LIST

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____

• MEAL PLAN •

BREAKFAST	LUNCH	DINNER
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WATER 

EXERCISE

MEDICINES

<input type="checkbox"/>	AM	<input type="checkbox"/>	PM
--------------------------	----	--------------------------	----

Welcome to Spider-Man Group!

1/31/2022



First off, I want to thank you all for giving up some of your valuable time to listen to me with this idea/group. So, why are you here????

- I cannot do it all.
- More heads are better than one
- You have influence

<https://youtu.be/255taK3UJdg>

- What is the goal:
- Make more progress
- Don't add more to your plates, but I want you to use your influence to inspire others to step up
- Make Eminence better

- IPLI
- Year 1- Focus on me, my project
- Year 2- Focus on the school

Survey Results:

Question 1: Have you felt supported personally and professionally this year by the principal?

Results: 10 yes, 4 no, 3 indifferent

Question 2: With all of the projects and activities we have going on, how much do you feel those items have taken away from our academic goals?

Results: 3 felt our extra activities negatively impacted us on a value of 90-100%
11 felt our extra activities negatively impacted us on a value of 80-89%
2 felt our extra activities negatively impacted us on a value of 70-79%
2 felt our extra activities negatively impacted us on a value of 0-69%

Question 3: How do you feel Brian did delegating items throughout the course of the year?

Results: 6 Brian made progress, 6 Brian made no progress, 5 Indifferent

Question 4: Would you be willing to take on additional responsibilities and roles to help Eminence progress with its various activities and projects?

Results: 5 yes, 6 no, 6 indifferent

My Discoveries

-I feel much less stressed, a sense of relief.

-Projects have more people working on them and are making more progress.

-More principal work is being completed now that the extras have been unloaded.

-Understanding the work that needs to be done versus what is capable of getting done.

-The first three years of my time at Eminence, I knew that there was a ton of work to complete at Eminence and I attacked everything and was very successful. This has changed this year, which has been difficult to understand and manage.

-Took 2 vacations (Placed personal well being over the stress of school....The old Brian would never take off work for a mini vacation get-away.)

Where I am headed next....

At Eminence, there is still a ton of work to do.

- I will keep increasing my delegation activities.

- I will only present one item to the school board per month.

- I will continue each project timeline.

- I am hiring a dean of students to help with admin roles.

- I have hired a PE teacher for the upcoming year to take over the wrestling program.