



Fall 2018 Newsletter

Upcoming IPLI Events

- September 25, 2018
Cohort 5 Seminar
- September 26, 2018
Cohort 6 Seminar
- November 19, 2018
Cohort 5 & 6
Seminar at IASP
- Cohort 7 Applications
Accepted beginning
November 19, 2018

Upcoming INALI Events

- September 17, 2018
Cohort 5 Seminar
- September 18, 2018
Cohort 4 Seminar
- November 16-17, 2018
Seminar at IASP
- November 18-20, 2018
Seminar at IASP

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Happy New School Year!!

By Linda Marrs-Morford, IPLI Director

It is one of my favorite times of the year – back to school! Why? Although I do enjoy buying school supplies, that is not it. As a former teacher and principal, I just loved that it was a new year, and everyone started that first day with a clean slate - students, teachers, staff, parents, and myself. It is a special day. As Harry Wong once said, “The first day of school is unique. It can never be repeated.” I hope your first day went well, and your new school year is off to a good start!

IPLI started its new year in July during the Summer Seminar. We welcomed 49 principals and 11 mentors to Cohort 6 on Tuesday, July 10, 2018. On Wednesday, July 11, Cohort 5 principals and over 100 teacher-leaders joined Cohort 6. In addition to hearing from excellent educators from around the country, participants had several opportunities to engage in meaningful conversations about leadership and school improvement with their colleagues from all over the state. See more information about the Summer Seminar on page 2.

This edition of the IPLI Newsletter also includes information about the upcoming September seminars and a great faculty meeting activity in the “Ideas to Ponder” section. Robby Morgan shares how he redesigned his office to make it “student friendly” in the “Schools in the News” segment. Read about Cohort 1 Principal/Cohort 3 Mentor Heather Whitaker and her new role as Executive Assistant to Vice President Mike Pence on page 5. Information about the Indiana New Administrator Leadership Institute (INALI) can be found on page 8. In addition, look for the special announcement about the 2019 IPLI Summer Seminar on page 3. Happy Reading!



Eric Jensen, author of *Teaching with Poverty in Mind*, was the Wednesday afternoon keynote at the IPLI Summer Seminar.



On July 10, the Indiana Principal Leadership Institute welcomed 49 Indiana principals and 11 mentors to Cohort 6.

IPLI 2018 Summer Seminar Highlights



Dr. Michele Borba, national expert regarding bullying, character development, child behavior, and empathy, sharing why nurturing empathy in our children is essential.

Indiana State University was host for the IPLI 2018 Summer Seminar. On Tuesday, July 10, IPLI welcomed Cohort 6 consisting of 49 principals and 11 mentors. During the morning session, participants heard from Dr. Michael McDowell – *Visible Learning for Leaders*. McDowell shared Professor John Hattie’s research and challenged principals to examine their practices as “lead learners” of their schools. In the afternoon, Dr. Nancy Dana and members of the IPLI Leadership Team introduced principals to the IPLI action research model.

Cohort 5 consisting of 53 principals, 109 teacher-leaders, and 11 mentors joined Cohort 6 on Wednesday morning. Bayh College of Education Dean Janet Buckenmeyer welcomed the group, and Indiana Senator Jon Ford received the 2018 IPLI Service to Indiana Education Award. Greg Goode, Executive Director of Government Relations at Indiana State University, was recognized for his service to IPLI along with members of the IPLI Design Team – Dr. Steve Gruenert, Dr. Ryan Donlan, Dr. Terry McDaniel, Dr. Bobbie Jo Monahan, Dr. Todd Whitaker, and Dr. Brad Balch.

Dr. Michele Borba, author of *UnSelfie*, led an emotionally charged morning session with her presentation *Cultivating Empathy in Our Schools: What is empathy? Why does it matter? How do we help our students become good people?* Dr. Eric Jensen was the afternoon keynote – *Teaching and Engaging with Poverty in Mind*, and he provided a special session for teacher-leaders while principals from Cohort 5 shared their year one action research projects with Cohort 6.

On Thursday, July 12, Cohort 5 principals and teacher-leaders were introduced to the Marzano High Reliability Schools™ Framework by Dr. Tammy Heflebower. Teams had an opportunity to examine and analyze their Level 1 data, and Heflebower shared strategies to develop safe and collaborative cultures in their schools.

Attendees had high praises for the three days of learning as reflected in comments from a Cohort 6 principal: “As an educator, I have been to hundreds of professional development seminars. I feel like most of them are the same information

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Senator Jon Ford receiving the 2018 IPLI Service to Indiana Education Award from Director Linda Marrs-Morford and joined by BCOE Dean Janet Buckenmeyer and Greg Goode, Executive Director of Government Relations at ISU.

IPLI 2018 Summer Seminar Highlights (Continued)

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presented in different ways. However, my two days at IPLI were amazing. The speakers, especially Michael McDowell, inspired me to rethink the ways I am doing things as a school leader. Also, being with my group and mentor is invaluable. Being part of this PLN [professional learning network] will help me become a better leader in the future which will translate to more learning opportunities for my students.”

In her Thursday presentation, Dr. Heflebower outlined the six areas of focus for professional learning teams:

- 1. What is it we want our students to know? – Curriculum*
- 2. How will we know if our students are learning? – Assessment*
- 3. How will we respond if our students are not learning? – Instruction*
- 4. How will we enrich and extend the learning for students who are already proficient? – Instruction*
- 5. How will we increase our instructional competence? – Teacher Development*
- 6. How will we coordinate our efforts as a school? – Leadership*

Collaborative Teams That Transform Schools: The Next Step in PLC's (Marzano, Heflebower, Hoegh, Warrick, & Grift, 2016)



Save the Date

IPLI Summer Seminar 2019

Wednesday, July 10, 2019

Professor John Hattie, Visible Learning

IPLI Alumni and their guests are invited to attend. Additional information including how to register will be released as it becomes available.



Schools In The News

Principal's Office Gets a Makeover



The Wolf Lake Elementary principal's office recently underwent a complete makeover to make his office more student friendly.

This past June, Wolf Lake Elementary Principal Robby Morgan was challenged by a conference speaker to try new ideas and model these ideas for his staff. Robby took the challenge to heart. Instead of the principal's office just being a place to go when students were "in trouble," Robby wanted it to be a place where students could go to be rewarded and therefore, the need for an office makeover.

Robby began by completely gutting his office, including his huge desk. With his wife's help, he painted, put up curtains, brought in bookcases, baskets, Big Joe beanbag chairs, and a rug. He also collected picture books including ones he read to his own sons and loaded the shelves. In addition, he

added games, Legos, K'Nex building blocks, and coloring books along with a small table and chairs. Robby and his wife repurposed a small antique desk for his computer. Total cost of the project was under \$200.

Staff members are thrilled with the idea, and so are students. During the first days of school, students had an opportunity to tour the new office. According Robby, "Students LOVED it! So many were excited to find out that they could be rewarded by coming down and reading or playing games with Officer Koontz, our SRO, or myself. I've had parents say that they wished the principal's office looked like this when they were kids."

Watch out! Robby might have a new show on HGTV!



Wolf Lake Elementary Principal Robby Morgan interacts with a student in his newly redesigned office space.

Visit us on the web at www.indianapli.org

IPLI to the White House

IPLI Principal & Mentor Now Executive Assistant to VP Pence

You never know where life will lead, and that is certainly true for Heather Whitaker, IPLI Cohort 1 Principal and Mentor for Cohort 3. Heather was principal at Mt. Comfort Elementary School in 2014 when Governor Mike Pence visited her school. Today, she is the Executive Assistant to Vice President Pence. What a journey!

Heather received her bachelor's degree from Indiana State University in 1989 and was a member of the women's gymnastics team. After graduation, she worked for USA Gymnastics coordinating logistics for national and international gymnastic meets including the 1996 and 2000 Olympic Games. She began her teaching career in 2001 at Mt. Vernon Intermediate School and moved into administration in 2008.

In 2017, Heather moved to Washington, D.C. where she served as a Special Assistant in the Office of the Secretary in the Office of Educational Technology at the U.S. Department of Education. This past June, she was invited to interview for the position of Executive Assistant to the Vice President of the United States. Her background and experiences made her a perfect candidate for the position. Today, Heather is extremely busy coordinating the general functions of the Vice President's office.



Heather Whitaker in front of the Presidential Seal at the White House.

Congratulations Heather!



Heather Whitaker (center) poses for a photo with her teacher-leaders during the 2014 IPLI Summer Seminar.

"I am very thankful for this opportunity to serve Vice President Pence. I am also grateful to IPLI for their amazing leadership training that helped prepare me for many unique opportunities, including this one. As a Principal and a Mentor, I received many invaluable skills that I use daily. The biggest take away from my IPLI experience has been the confidence to tackle any and all challenges, which has proven to be very useful in my new position."



Ideas to Ponder

Engaging Faculty in a Discussion of iGen

If you are looking for an engaging activity for your next faculty meeting, here is a great idea. Recently, IPLI Mentor Mike Pinto read the book *iGen* by Jean M. Twenge. It is about the current generation of high school and college/job entry-level students, and the book outlines the priorities and needs of these students. Mike has created a nice visual that summarizes the key points of the book and would make a great discussion activity with your faculty. The chart is available here: <https://bit.ly/2Q2Zalp>.

To organize a discussion, decide who will lead the discussion. The facilitator should read the book beforehand to ensure he/she understands the book and can provide clarification to the questions the staff might have. Then, the facilitator should review Mike's chart and decide how he/she would like to organize the discussion. "The Making Meaning Protocol" from the School Reform Initiative (<https://bit.ly/2MpMBT0>) is an excellent tool to use for this activity. Provide staff members with a copy of the chart and give them a chance to read through it. Then, simply follow the remaining steps in the protocol. If you have a large staff, you may wish to divide into groups of 4-5 and designate a group facilitator. After each group completes the protocol, come back together as a large group to share responses.

In No Hurry

- iGen teens less likely to date, have sex, get driver's license.
- Less likely to try alcohol, but go 0-60 once they do.
- ADULT is considered the end of fun. Too much responsibility.

Internet and Online

- iGen teens spending more time online and with devices.
- Less likely to read.
- Switch between tasks every 19 seconds.
- Less time with traditional text, more with electronic text.

In Person No More

- Less time with friends (cut in half in last 15 years).
- More leisure time alone.
- Screen activities linked to loneliness.
- Increase in cyber-bullying.

Insecurity

- Look happy online, but more unhappy.
- Teens lonelier than they were five years ago.
- Loneliness increase: 48% girls; 27% boys since 2010.
- Emphasis on perfect selfies amplified body issues.
- #selfharm - look it up on Instagram.
- Suicide: 46% more 15-19 year olds; 2.5 times 12-14 year olds since 2007.

Irreligious

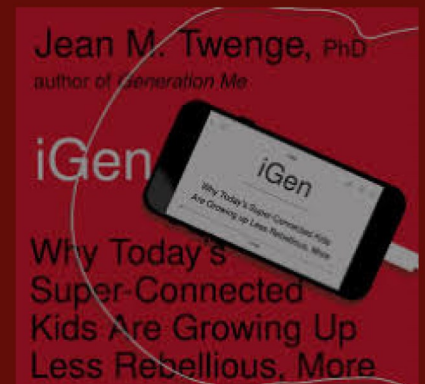
- More iGen'ers raised in non-religious homes, don't belong to religion.
- One of Three 18-24 in 2016 didn't believe in God.
- Distrust religion because promotes negative, less inclusive focus.

Safety

- Always take for granted you would wear safety belt.
- Less likely to get into car with drunk driver/drive drunk.
- Fight less - could injure self.
- Supporters of SAFE SPACES.
- Money is in - want security of salary.
- More supportive of equality of race, gender.

Income Insecurity and Work Place

- iGen'ers already make up majority of traditional-age college graduates, soon dominate entry talent.
- Less interested in making friends at work.
- Willing to put in extra time, but don't want work take over life.
- Interested in car, but practical one; owning a home.
- Low wages; many 20 year olds choosing not to work.



- Born 1995-Later.
- Oldest members were early adolescents when iPhone was introduced in 2007.
- Had Instagram before started high school.
- Don't remember time before the Internet.

Relationships

- More young adults not having sex.
- Fear safety: STD's; sexual assault.
- Have "Dating Partners".
- 1960 women median age for first marriage 20. Rose to 21 by 1970. In 2015 - 27; Men 23 in 1960 rose to 29 in 2015. Fewer getting married at all.
- Prioritizing financial security over family.
- Children more into 30s. Some into 40s.

Inclusivity

- Companies know iGen'ers embrace equality.
- Look upon LGBT/Trans without hesitation.
- Support racial equality.
- Don't see mother working as causing child at home to suffer.
- See reverse racism as equally a big problem.

Independent

- Trend toward political independence.
- Cite individuals (Libertarian).
- More likely to think nothing really going to help; even voting.
- Hiring: Compensation and Safety are the keys.

IPLI September Seminars

Lawrence Township Education & Community Center in Indianapolis

The September IPLI Seminars will be held at Lawrence Township Education & Community Center, 6501 Sunnyside Road, Indianapolis, IN 46236, on September 25-26, 2018. During the seminars, Cohort 5 teams and Cohort 6 principals will share the results of their mini action research. Here are the speaker lineups for the two days:

Tuesday, September 25, 2018 - Cohort 5 Principals, Teacher-Leaders, & Mentors



Dr. Phil Warrick

➤ Morning Keynote: **Dr. Phil Warrick**, Marzano Research, *The Journey to Becoming a Professional Learning Community - Effective Teaching in Every Classroom*.

◆ Afternoon Teacher-leader Session: **Annette Breaux**, *How to Impact Student Achievement and Behavior*.

Wednesday, September 26, 2018 - Cohort 6 Principals & Mentors

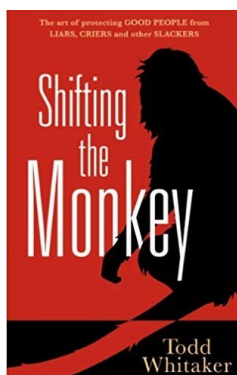
➤ Morning Keynote: **Annette Breaux**, *The 10-Minute Inservice: 40 Quick Training Sessions that Build Teacher Effectiveness*.



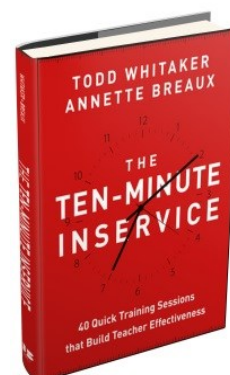
Annette Breaux

➤ Afternoon Keynote: **Dr. Todd Whitaker**, *What Great Principals Do Differently - Shifting the Monkey*.

IPLI Graduates are welcome to attend all IPLI seminars. If you are interested in attending, please contact IPLI Program Coordinator, Lori Davis at lori.davis@indstate.edu. There is no charge to attend unless an individual plans to eat lunch with the cohort (\$15).



Dr. Todd Whitaker



Indiana New Administrator Leadership Institute

INALI Welcomes Cohort 5

The Indiana New Administrator Leadership Institute (INALI) welcomed its fifth cohort on Monday, July 18, 2018, at the INALI New Administrator Workshop. This year's cohort includes 55 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, either the IASP Assistant Principals Conference or Fall Conference, and day-long seminars in September and February. In addition, new school leaders are divided into regional groups that meet monthly and are mentored by retired school administrators.

The 2018 New Administrator Workshop featured a number of excellent speakers to help our new leaders launch their administrative careers. On Wednesday, IPLI Cohort 5 Mentor Rhonda Roos presented *The Biggest Advantage of Principals and Why They're Not Using It*. Ann Puckett-Harpold from the M.S. Rooney Foundation presented *Data, Data, Data*. Lizz Walters, Principal at Beech Grove High School and Andrea Korreck, Principal at Young Elementary conducted *Teacher Evaluation, Know the Law*. Thursday's session included *Special Education 101* with Jill Lambert from Greenwood Community Schools, *School Safety 101* with David Woodward from IDOE, *School Improvement Planning* with Dr. Brenda Wolfe, Principal at Wheeler Elementary, and *School Law Updates* with Dave Emmert. The next INALI Seminar is scheduled for Monday, September 17, 2018, at Lawrence Township Education & Community Center.

Year two for INALI Cohort 4 began on Tuesday, July 16, 2018. Tina Seymour was the morning keynote and focused on "Finding Your Way." Diane Hadley, Executive Director of the Indiana High School Press Association presented "Promoting Student Journalism." IPLI graduate Destiny Rutzel from South Ripley Junior High School led a session on "Balancing School Administration and Life." The next seminar is scheduled for Tuesday, September 18, 2018.

INALI Seminar Dates	
INALI Cohort 5	
♦	September 17, 2018
♦	November 16-17, 2018 (in conjunction with the IASP Assistant Principals Conference)
♦	November 18-20, 2018 (in conjunction with the IASP Fall Professionals Conference)
♦	February 5, 2019
INALI Cohort 4	
♦	September 18, 2018
♦	November 16-17, 2018 (in conjunction with the IASP Assistant Principals Conference)
♦	November 18-20, 2018 (in conjunction with the IASP Fall Professionals Conference)
♦	February 6, 2019