



Fall 2019 Newsletter

Happy New School Year!!

By Linda Marrs-Morford, IPLI Director

During the next few weeks, Indiana schools will open their doors to over one million students. Whether we are ready or not, they'll show up, expecting the very best from us. Over the course of the next 180 days, we have an opportunity to impact children's lives, but do we really know the extent of our impact?

That's the question Professor John Hattie and David Nagel asked 450 attendees at the July IPLI Summer Seminar. Hattie and Nagel shared the results of the Visible Learning™ research. The good news is that almost everything we do has impact, but Hattie and Nagel encouraged educators to concentrate their efforts on the ones that work best. Hattie also shared insights into the ten mindframes educators need to adopt in order to maximize student success. As you begin your new school year, take a few minutes to review the ten mindframes and ask yourself, "What is my impact?"

Here at IPLI, we'd like to wish you the best this new school year.

Professor Hattie's Ten Mindframes

- I am an evaluator of my impact on student learning.
- I see assessment as informing my impact and next steps.
- I collaborate with my peers and my students about my conceptions of progress and my impact.
- I am a change agent and believe all students can improve.
- I strive for challenge and not merely "doing your best."
- I give and help students understand feedback, and I interpret and act on feedback given to me.
- I engage as much in dialogue as monologue.
- I explicitly inform students what successful impact looks like from the outset.
- I build relationships and trust so that learning can occur in a place where it is safe to make mistakes and learn from others.
- I focus on learning and the language of learning.

From: Ten Mindframes for Visible Learning: Teaching for Success



Over 450 IPLI principals, teacher-leaders, mentors, and invited guests heard from Professor John Hattie at the IPLI Summer Seminar.

Upcoming IPLI Events

- September 24, 2019
Cohort 6 Seminar
- September 25, 2019
Cohort 7 Seminar
- September 26, 2019
IPLI Extended Seminar
- November 25, 2019
Cohort 6 & 7
Seminar at IASP
- Cohort 8 Applications
Accepted beginning
November 25, 2019

Upcoming INALI Events

- September 16, 2019
Cohort 6 Seminar
- September 17, 2019
Cohort 5 Seminar
- November 22-23, 2019
Assistant Principal
Conference at IASP
- November 25-26, 2019
Fall Conference at IASP

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Highlights from IPLI Summer Seminar



Dr. Todd Whitaker challenged principals to exam their practices during their first year of IPLI and take action to be better leaders.

The IPLI 2019 Summer Seminar was an incredible success. On Tuesday, July 9, IPLI welcomed Cohort 7 consisting of 57 principals and 13 mentors. Dr. Todd Whitaker kicked off the morning with *What Great Principals Do Differently – Shifting the Monkey*. After lunch, Dr. Nancy Dana introduced the new cohort to action research. The day concluded with regional focus-cohort meetings and dinner and activities at the ISU Student Rec Center.

On Wednesday, Cohort 6, along with IPLI’s newest program – IPLI Extended (see p. 8), joined Cohort 7 to hear from the world’s most influential educational researcher – Dr. John Hattie. It is hard to find an educational leadership book that doesn’t mention something about the work of Professor John Hattie, and IPLI was honored to host Professor

Hattie for the afternoon keynote. In his presentation, he shared insights into his nearly 30 years of experience examining what works best in student learning and achievement. His research, better known as Visible Learning, is a culmination of nearly 30 years synthesizing more than 1,500 meta-analyses comprising more than 90,000 studies involving over 300 million students around the world.



Dr. Nancy Dana introduced principals to action research/inquiry during her session.



Dave Nagel asking Summer Seminar participants, “What is your impact?”

To see a list of the Visible Learning™ 250+ Influences on Student Achievement, go to

https://us.corwin.com/sites/default/files/250_influences_chart_june_2019.pdf

Dave Nagel dove deeper into Hattie’s message with his presentation *Digging Deeper with Visible Learning: Leading Next Steps in My School or District*. Nagel also presented to Cohort 6 teacher-leaders – *Taking the First Step in Developing Assessment Capable Learners through the Lens of Teacher Clarity*.

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Visit us on the web at www.indianapli.org

Highlights from IPLI Summer Seminar (Continued)

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On Thursday, July 11, Dr. Tammy Heflebower from Marzano Research introduced the High Reliability Schools™ Framework for school improvement to Cohort 6. Tammy assisted teams with the analysis of their level one data and provided step-by-step directions for designing and implementing the key level one indicators.

Over 100 teacher-leaders attended the two-day Cohort 6 seminar with their principals.

Thanks to all our teacher-leaders for joining their principals in year two of IPLI!



Dr. Tammy Heflebower explaining how to collect quick data on Level 1 leading indicators.

Dr. Todd Bess Receives IPLI Service Award

On Wednesday, July 10, 2019, Dr. Todd Bess received the IPLI Outstanding Service Award during the annual IPLI Summer Seminar. Todd is Executive Director of the Indiana Association of School Principals and is a strong advocate for Indiana principals and schools. He was a member of the IPLI Design Team that was instrumental in the passage of Senate Bill 402, creating IPLI in 2013. Todd has continued to work closely with IPLI. Together in 2014, IASP and IPLI created the Indiana New Administrators Leadership Institute, which just began its sixth cohort. IPLI is proud to be a partner with IASP and appreciates Dr. Bess' continued leadership. Together, we are creating an aligned system of support for school administrators.

Congratulations Todd!



Dr. Todd Bess receiving the IPLI Service Award from Dr. Linda Marrs-Morford, Dr. Steve Gruenert, and Greg Goode.

IASP Fall Conference November 24-26, 2019

The Indiana Association of School Principals (IASP) Fall Professionals Conference is November 24-26, 2019, at the Indianapolis JW Marriott Downtown. Click [here](#) for more information.

Please remember, IASP membership and registration to the Fall Professionals Conference is included as part of IPLI. However, don't forget to make your hotel reservations.



April Seminars Great Days of Learning

Cohort 5 Showcase of Schools Action Research Topics

Safe, Supportive, & Collaborative Culture

- ◆ Providing Student Support (Social/Emotional, PBIS, Living Wholehearted, Trauma-Informed Schools)
- ◆ Pursuing Purposeful PLCs
- ◆ Improving Relationships (Students & Parents)
- ◆ Improving Communication
- ◆ Improving School Safety

Effective Teaching in Every Classroom

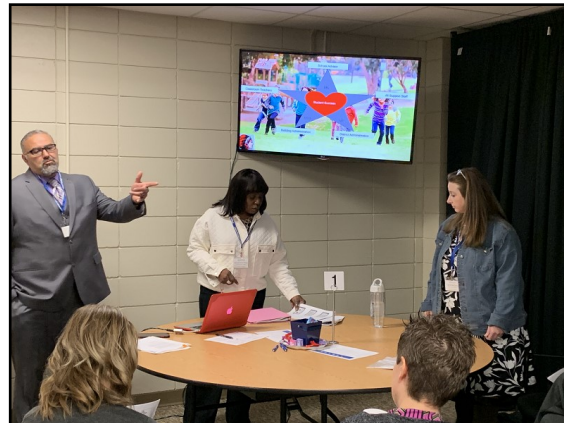
- ◆ Creating an Instructional Model
- ◆ Implementing Instructional Rounds
- ◆ Improving Classroom Instruction

Guaranteed & Viable Curriculum

- ◆ Mapping Essential Standards
- ◆ Development of Vocabulary Program

On April 16, Cohort 5 consisting of 52 principals and 11 mentors graduated from IPLI. The morning *Showcase of Schools* featured school teams presenting their action research projects. According to one principal, "This day gave us an opportunity to showcase what our school had worked on while also hearing great ideas from schools and teacher-leaders statewide." After the Showcase, over 100 teacher-leaders were recognized for their contributions with the IPLI Circle of Children pins.

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Principal Robert Wilson and Teacher-Leaders, Sandra Porter Phillips, and Carrie McGinty, from Portage Township Schools present *What Impact Does Social Emotional Training Have on Students..... Is This a Worthy Investment?* at the Cohort 5 Showcase of Schools.

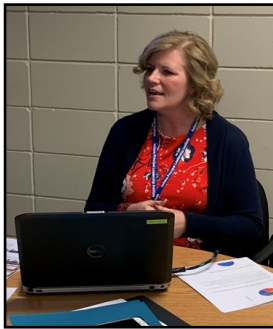


Congratulations Cohort 5!

April Seminars Great Days of Learning (Continued)

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Cohort 6 finished up their first year by presenting their action research projects on April 17. For participants, it was a great opportunity to learn from others and make connections as reflected in these comments from



Kathy Eastes, Principal at New Palestine Elementary School, shares *Coffee Talks to Empower Teacher-Leaders* with fellow Cohort 6 Principals.

the exit survey, “[I] Enjoyed listening to the other presenters. Networking is paying off as I am learning about what is going on in other buildings and sending my staff to those buildings.”

Cohort 6 Action Research Topics

- Instructional Leadership Management
- Self-improvement
- Building Leadership Capacity
- Communication
- Building Relationships

In the afternoon, principals received their school culture data, and Dr. Steve Gruenert led them through an analysis of that data.



Ideas to Ponder

Afternoon Gratitude Email
 Mike Pinto, Cohort 6 Mentor, IPLI Leadership,
 & Principal at James Cole Elementary



I am a big fan of Daniel Pink. His recent book, *When*, had many practical applications for me as an elementary principal. Mr. Pink offers good advice about email - when to answer it and when not to. He also offered an idea that stuck with me like a pebble in my shoe - send an Afternoon Gratitude Email.

An Afternoon Gratitude Email is simply that - a short email to someone who, as you take inventory of your day, has offered you something that you are grateful for. Simple affirmations are cheap and easy but are often overlooked in our rush-rush-hurry-hurry world. The idea of slowing down before turning off the computer to end the day and surveying the day to find areas of gratitude intrigued me. As a Mentor for the Indiana Principal Leadership Institute, I understand the value of action research, so I began a little action research project of my own.

I created a spreadsheet with **Date, Recipient, Nature of Affirmation, Response, and Category**. I will be honest, I chose to create the spreadsheet to track the data, but I also did it because it held me accountable to send the email. I was also curious to see how people would respond to this offer of gratitude, so I felt tracking response rates would be worthwhile. If the email isn't well received, after a time, is it worth continuing?

The process was simple. I created about 10 draft emails with the same opening lines and a subject heading that just needed a date entered. Then, before turning off the computer at day's end, I would type an email to a person or persons who had done something to which I felt gratitude. Having several drafts in place made this process easier and less time-consuming. When the number of drafts began to diminish, I would create more.

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Ideas to Ponder (Continued)

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About 20 days into the project I found that I was sending emails for a variety of reasons as listed under "Nature of Affirmation," but I felt categorizing them would be worthwhile. I created different categories to help encapsulate my thinking and also to offer me insight as to what I might find as a greater, more consistent reason for gratitude day-in and day-out.



Category	Number
BL: Burden Lifted (Some burden lifted from me by someone else.)	54
K: Kindness	82
LW: Lonely Work (The work that gets done behind the scenes that no one sees unless it isn't done – often in the lonely hours of the evening.)	5
B: Betterment (Someone made me better as a person or professional.)	2
P: Professionalism (Doing your job and doing it well!)	100
F: Focus on Children	10
Friend: Friendship	10
LE: Listening Ear (Someone had taken the time to be present and to listen.)	4

Over the course of one year, I was able to send an Afternoon Gratitude Email for 207 days. During that span of time, I missed three days. One hundred fifty-two individuals responded to my emails (74% response rate), and 55 did not respond. In terms of categories, most fell into the "Professionalism" category.

I discovered that the entire process of sending an Afternoon Gratitude Email each day was both relaxing and fulfilling. I found myself slowing down at the end of the day and reflecting on what others had done for me. I also was very pleased by the response rate and the nature of the responses. People were genuinely thrilled to receive the quick email. It was read, well received, and brightened another person's day. I will continue to send Afternoon Gratitude Emails this year. You might try this practice as well for yourself.



Save the Date

Applications for IPLI Cohort 8 will be accepted beginning November 25, 2019. Information about applying will be posted on the IPLI website in early November. www.indianapli.org

Welcome Cohort 7 Principals and Mentors

On Tuesday, July 9, 57 principals and 13 mentors kicked-off their IPLI journey at the IPLI Summer Seminar. Congrats to the newest members of the IPLI family!

- ◆ Rob Adamson - Newby Memorial Elementary School
- ◆ Carmine Akers - Pine Village Elementary
- ◆ Angela Ayers - Little Turtle Elementary School
- ◆ Brett Berndt - Culver Community Middle / High School
- ◆ Carl Blythe - Mary Castle Elementary School of International Studies
- ◆ AnnMarie Caballero - William Fegely Middle School
- ◆ Jaime Carroll - Wayne Center Elementary
- ◆ Pamela Chambers - Sunman Elementary
- ◆ Renee Childress - Hatfield Elementary School
- ◆ Celina Clements - Mill Creek West Elementary
- ◆ Brittany Cooper - New Market Elementary School
- ◆ Theresa Crussen - Iddings Elementary School
- ◆ Ruben DeLuna - Fall Creek Valley Middle School
- ◆ Casey Dodd - Mt. Vernon High School
- ◆ Marisa Donovan - Clarks Creek Elementary
- ◆ Jon Evers - Myers Elementary School
- ◆ Tina Fawks - Northeast Dubois High School
- ◆ Elaine Hall - Tri-County Primary School
- ◆ Jeffery Harper - South Side Elementary
- ◆ Elizabeth Henry - Southwest Elementary School
- ◆ Angela Hocker - South Decatur Elementary
- ◆ Justin Holmquest - New Prairie Middle School
- ◆ Jeff Hoog - Brooks School Elementary
- ◆ David Horvath - Emery O Muncie Elementary
- ◆ Ryan Jenkins - Central Elementary
- ◆ Brian Jones - Portage High School
- ◆ Jessica Jones - Burriss Elementary
- ◆ Rhonda Lanie - Howard Elementary
- ◆ Jeff McCullough - Adams Central High School
- ◆ Sean McGarvey - Switzerland County Middle School
- ◆ Rebecca McPherson - Monrovia Middle School
- ◆ Sam Melton - Dillsboro Elementary
- ◆ Mary Beth Meyer - Greensburg Elementary
- ◆ Michael Miller - Franklin Elementary School
- ◆ Stacy Muffer - Fortville Elementary
- ◆ Aaron Owney - Hebron High School
- ◆ Samantha Phegley - Sullivan Elementary School
- ◆ Bill Pitcock - Westlane Middle School
- ◆ Stephanie Quinlan - Southport Middle School Corporation
- ◆ Joe Ralston - South Ripley High School
- ◆ Christopher Routt - Scottsburg High School
- ◆ Sonna Schafer - Ladoga Elementary School
- ◆ Natalie Schneider - Crestview Elementary
- ◆ Alissa Schnick - Westville Middle/High School
- ◆ Ron Siner - North Grove Elementary School
- ◆ Nick South - Lexington Elementary School
- ◆ Eric Speicher - Syracuse Elementary
- ◆ Casey Stansifer - Hometown Elementary
- ◆ Teresa Stuckey - Sugar Grove Elementary
- ◆ Mariatu Swayne - McKenzie Center for Innovation & Technology
- ◆ Lee Sweet - Woodland Elementary
- ◆ Michelle Tarnow - Knox Elementary School
- ◆ Matthew Taylor - Montezuma Elementary School
- ◆ Robert Thompson - Bittersweet Elementary School
- ◆ Michelle Urban - Coesse Elementary School
- ◆ Jobie Whitaker - Maxwell Intermediate School
- ◆ Melissa Whitehead - Twin Lakes High School

Cohort 7 Mentors

- ◆ Nathan Boyd, Director of African American Students, South Bend Community Schools
- ◆ Brent Bokhart, Principal, Crawfordsville Middle School
- ◆ Brittany Greene, Principal, Spencer Elementary School
- ◆ Shane Killinger, Principal, Sprunica Elementary
- ◆ Amy Linkel, Principal, South Ripley Elementary School
- ◆ Christy Merchant, Principal, Grassy Creek Elementary School
- ◆ Krista Nelson, Principal, Center Grove Elementary School
- ◆ John Ralston, Principal, Perry Meridian Sixth Grade Academy
- ◆ David Robertson, Chief Academic Officer, Warsaw Community Schools
- ◆ Chad Rodgers, Principal, Greencastle Senior High School
- ◆ Destiny Rutzel, Principal, South Ripley Junior High School
- ◆ Tom Stoner, Principal, Kouts Middle School / High School
- ◆ Emily Tracy, Principal, OJ Neighbours Elementary School



Cohort 7 Principals and Mentors.



IPLI Extended

IPLI Launches Yearly Program for Graduates

IPLI is pleased to announce the development of IPLI Extended – a yearly program for IPLI graduates. Each year will have a specific focus building on the work already completed as part of IPLI. Modeled after IPLI, Extended includes three one-day seminars (July, September, and January) featuring nationally-recognized educational leaders, regional focus-cohort meetings (seminars, August, October, and February), access to resources to support the needs of principals and their schools, and 20 Professional Growth Plan (PGP) points for full participation. The cost for the program is \$500. Individuals may elect to bring additional school personnel to the seminars at a cost of \$150 per team member. Extended members also have the opportunity to join IASP and register for the IASP Fall Professionals Conference at a reduced rate (\$500 – a savings of \$94).

IPLI Extended launched its first cohort at the 2019 Summer Seminar. Twenty-four graduates are participating in the new cohort, led by IPLI Leadership Team Members, Rhonda Roos and Brian Disney. This first year, principals will dig in deeper into Professor John Hattie’s Visible Learning™ work during their seminars on September 26 and January 30. The cohort is divided into four regional focus-cohort groups. Each group will be responsible for developing their meeting agendas and conducting their meetings.



Principals from IPLI Extended Cohort 1 working during Summer Seminar.

Welcome IPLI Extended Cohort 1!

- ◆ Cinda Ahlrich - Milan Elementary
- ◆ Leigh Barnes - John Simatovich Elementary
- ◆ Carmen Bordner - Frontier Elementary
- ◆ Lindsey Brown - Eastern Middle School
- ◆ Andrew Deming - East Nobel Middle School
- ◆ Veronica Eskew - East Chicago Urban Enterprise Academy
- ◆ Brian Hagan - Tri-County Intermediate School
- ◆ Jim Jameson - South Decatur Jr/Sr High School
- ◆ Staci Knigga - Central Elementary
- ◆ Pat Murphy - Milan Middle School
- ◆ Sandy Myers - Silver Creek Primary
- ◆ Michelle Ondas - Donald E. Gavit Middle/High School
- ◆ Grant Peters - Greensburg Community High School
- ◆ Brooke Phillips - Maple Grove Elementary
- ◆ Rhoderick Poats - Eggers Middle School
- ◆ Karrienne Polk-Meek - Starr Elementary
- ◆ Amy Sander - Greenwood Northeast Elementary
- ◆ Rodney Simpson - Bainbridge Elementary
- ◆ Wendy Smedley - Frankton Jr/Sr High School
- ◆ Kyle Stout - Charles L. Smith Fine Arts Academy
- ◆ Noah Velthouse - Princeton Community Middle School
- ◆ Daryl Werner - Manchester Elementary School
- ◆ Benjamin Williams - Mt. Vernon Middle School
- ◆ Robert Wilson - Portage Township Schools



Schools In The News

IPLI schools have been in the news around the state. New Haven Middle School, led by Principal Chad Houser, and Southwick Elementary School, led by Diamond Robinson, were both national finalists in the National Middle School Kindness Challenge. Open to schools with any combination of Grades 4-8, the Middle School Kindness Challenge requires schools to intentionally and systematically teach and foster kindness. School staff members select from 33 expertly-crafted kindness activities that fall into four categories:

- Developing Positive Mindsets
- Strengthening Peer Relationships
- Fostering Empathy
- Promoting Cyber-Kindness

Schools are also asked to create a Kindness Ritual to make kindness routine in their schools. Each school received \$1,000 in Donors Choose credit to aid in further development of their programs.



New Haven Middle School and Southwick Elementary celebrate success in the National School Kindness Challenge.
(Photo by Ashley Sloboda | The Journal Gazette)

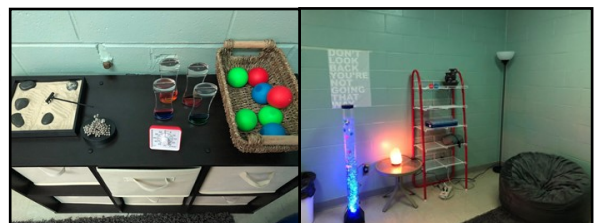
Congratulations to both schools and their excellent principals!

Principal Jamie Alexander of Greenbriar Elementary was the winner of the 2018 National Young Readers Week Principal Challenge. National Young Readers Week is held during the second week of November. Its goal is to raise awareness around the importance of reading. Principals are asked to become “shining examples” for literacy by selecting one day to read their hearts out all day long – from the start of school to the last bell. The event was founded by Pizza Hut and the Center for the Book in the Library of Congress. Jamie won a gift certificate to buy books for her school library. Great job Jamie!



(Photo by Pizza Hut BOOK IT! Program)

In response to an increased need for Social-Emotional Learning (SEL), Fountain Central HS has been striving to meet students’ social-emotional needs in a variety of ways. In addition to hiring a new SEL Coordinator, FC has created and implemented a SEL team, a weekend Backpack Program, Advisory Period, restorative practices, neuroscience training, and a Reset Room. According to Principal Ashley Hammond, the weekend Backpack Program served over 30 families every weekend from September through May last school year. This year, FC is adding a Reset Room. The Reset Room is the designated place for students to regulate their emotions. Their goal is to put an emphasis on teaching social skills and emotional intelligence and in turn increase academic success for all students. FC hopes to expand these efforts and continue to find ways to meet the needs of students and the community.



The Reset Room has stress balls, calming lighting, kinetic sand, comfortable seating, fish tanks, and other manipulatives that are research-based to help regulate stress hormones in the brain.

IPLI September Seminars

Lawrence Township Education & Community Center in Indianapolis

Tuesday, September 24, 2019 - Cohort 6 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 25, 2019 - Cohort 7 Principals & Mentors



Jessica Johnson

- Morning Keynote: **Annette Breaux**, *The 10-Minute Inservice: 40 Quick Training Sessions that Build Teacher Effectiveness.*
- Afternoon Keynote: **Jessica Johnson**, *The Coach Approach to School Leadership: Leading Teachers to Higher Levels of Effectiveness.*



Annette Breaux

*** 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).

Thursday, September 26, 2019 - IPLI Extended Cohort 1

- Keynote: **Dave Nagel**, *Developing Assessment Capable Learners.*
- Registration is required for non-IPLI Extended members. The cost is \$50. Contact Lori Davis at lori.davis@indstate.edu if you would like to register.



Dr. Dave Nagel

Indiana New Administrator Leadership Institute

INALI Kicks off Cohort 6

The Indiana New Administrator Leadership Institute (INALI) welcomed its sixth cohort on Monday, July 15, 2019, at the INALI New Administrator Workshop. This year's cohort includes 74 new deans, assistant principals, and principals. INALI's biggest cohort ever! Year two for INALI Cohort 5 began on Wednesday, July 17, 2019.

Thank You INALI Mentors!

Cohort 5 Mentors	Cohort 6 Mentors
Colleen Bergren	Reid Amones
Cari Whicker	Randy Polston
Janet Zeck	Mike Kelley
Sandy Hillman	Rex Ryker
Janet Page	Chris Kuhn
Ray Azar	Jaci Hadsell
Jane Newblom	Randy Schoeff
Alan Zerkel	Dave Strouse
Allen Remaly	Al Mihajlovits



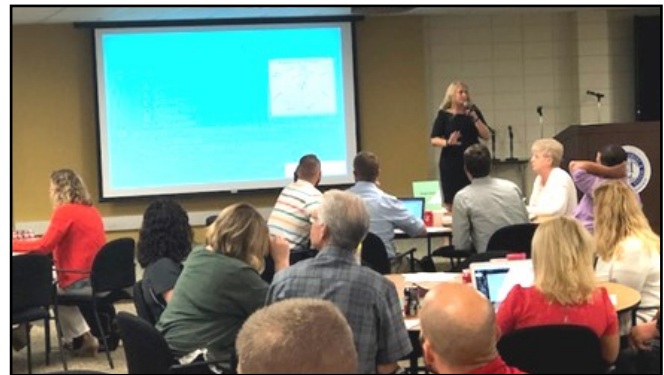
IASP Associate Executive Director Tim McRoberts kicking off INALI Cohort 6.

Modeled after IPLI, INALI is a two-year intensive professional development program for new administrators. Participants attend a 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 current and retired school administrators.

Thank You INALI 2019 New Administrator Workshop Speakers

Steve Balko, IN DOE
Lizz Walters, Beech Grove High School
Amy Heavin, Ryan Park Elementary School
Dave Emmert, Emmert School Consulting
Susan Miles, Riley KCS Program
Joan Belschwender, INSPIRE3
Brenda Wolfe, Wheeler Elementary School
Jud Wolfe, Plainfield Community Schools
Ann Puckett-Harpold, M.A. Rooney Foundation
Jill Lambert, Greenwood Community Schools
Tina Seymour, Educational Consultant
Destiny Rutzel, South Ripley Junior High School
Jon Acton, Cristol House Academy

The next INALI Seminars are scheduled for Monday, September 16, 2019, for Cohort 6, and Tuesday, September 17, 2019, for Cohort 5, at Lawrence Township Education & Community Center.



IPLI Mentor Destiny Rutzel presenting "Life Balance" at the INALI Cohort 5 New Administrator Workshop.