



# **Sarah Greulich, Principal**

Harris Elementary School, Greenfield-Central Community School Corporation



# **Finding Professional Balance**

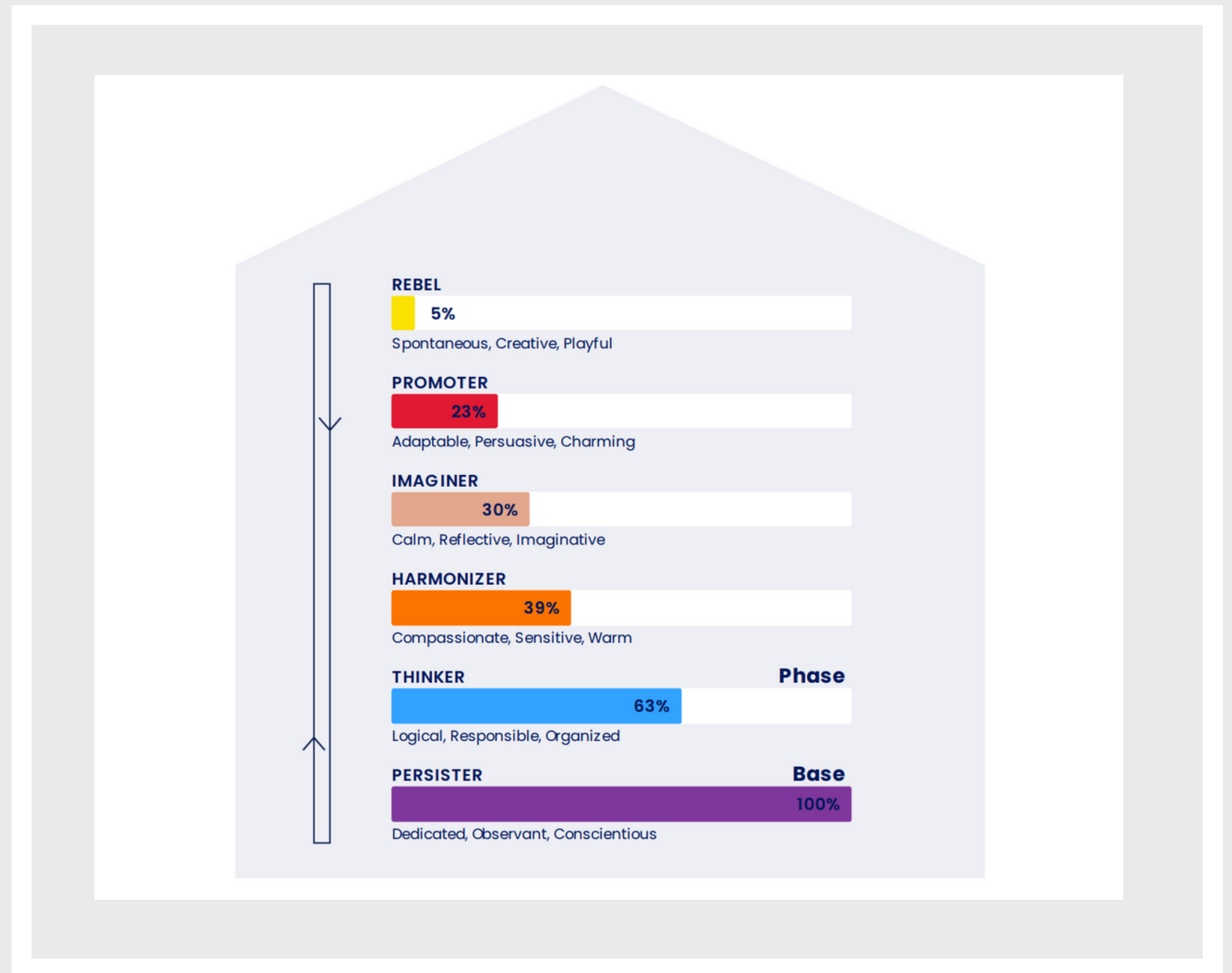
Inefficient or Intentional?



**CAN I IMPROVE HOW I FEEL  
ABOUT MYSELF AND MY  
LEADERSHIP BY BEING MORE  
INTENTIONAL WITH MY  
PROFESSIONAL TIME?**

# My Base & Phase

Persister & Thinker



# My Strengths as a Persister Base

## **Conscientious**

Live and lead with consistency.

People value your integrity.

## **Dedicated**

Make every day count.

People know you spend time to advance the mission, vision, & values.

## **Persistent**

See the details that matter.

People appreciate your detail, quality, & attention to the big picture.

# Meeting My Phase Needs



Thinker

1. Have I used my time productively?
2. Have I accomplished important things?
3. Have I learned something useful?
4. Have I helped others be more capable?
5. Do I experience being recognized for the above?

# Balance

Defining the Issue

1. Fighting being overwhelmed
2. Feeling a lack of control
3. Feeling disconnected
4. Feeling ineffective
5. Out of balance

# My Blind Spot

Communicating with and leading people who prefer a casual style, focused on spontaneous interactions.

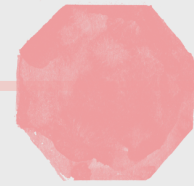


# Method/Timeline



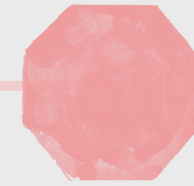
**September**

Reflect on profile



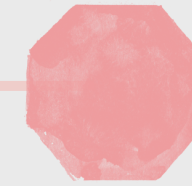
**Oct. - Nov.**

Determine reflection  
question



**Dec. - Mar.**

Track data and take  
observational  
reflection notes



**April**

Reflect on data

# Data Collection

Qualitative & Quantitative

1. Google Form for routine check ins & systematic relection
2. Track daily tasks engaged in
3. Assess phase needs
4. Journal and reflect

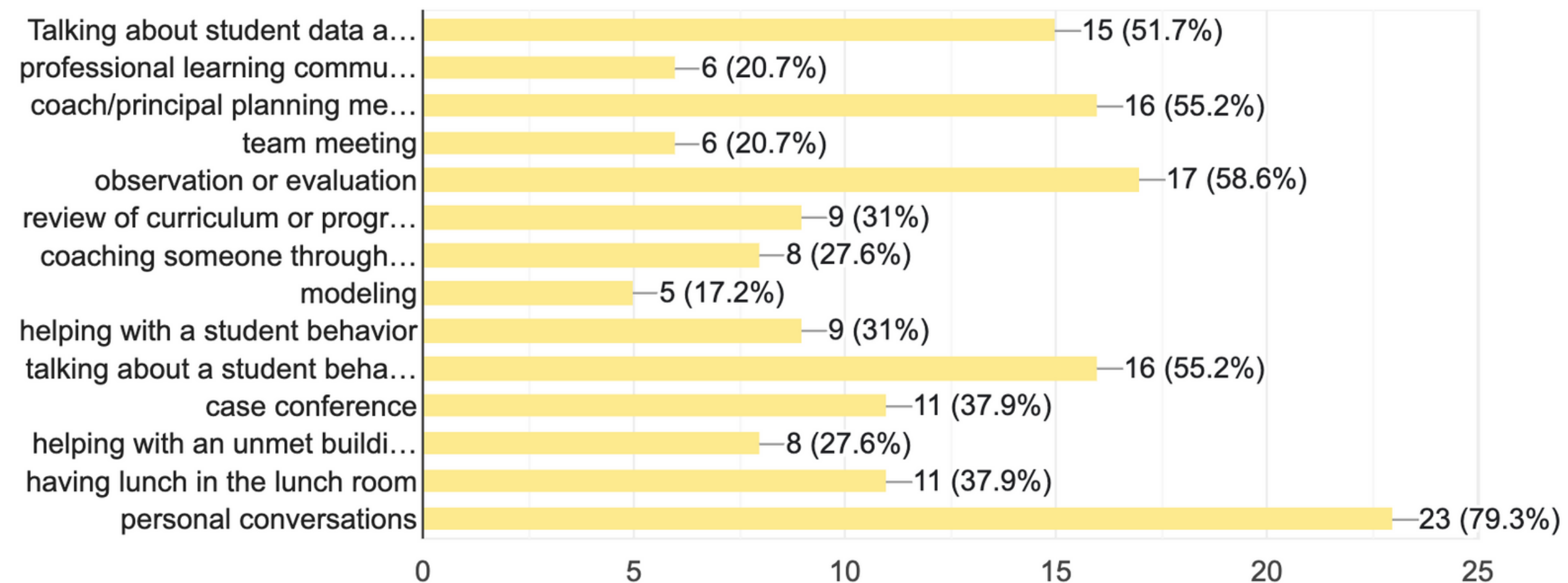
# What professional tasks helped me meet my phase needs?

Engaging with my staff

I engaged with my staff in the following ways today?



29 responses

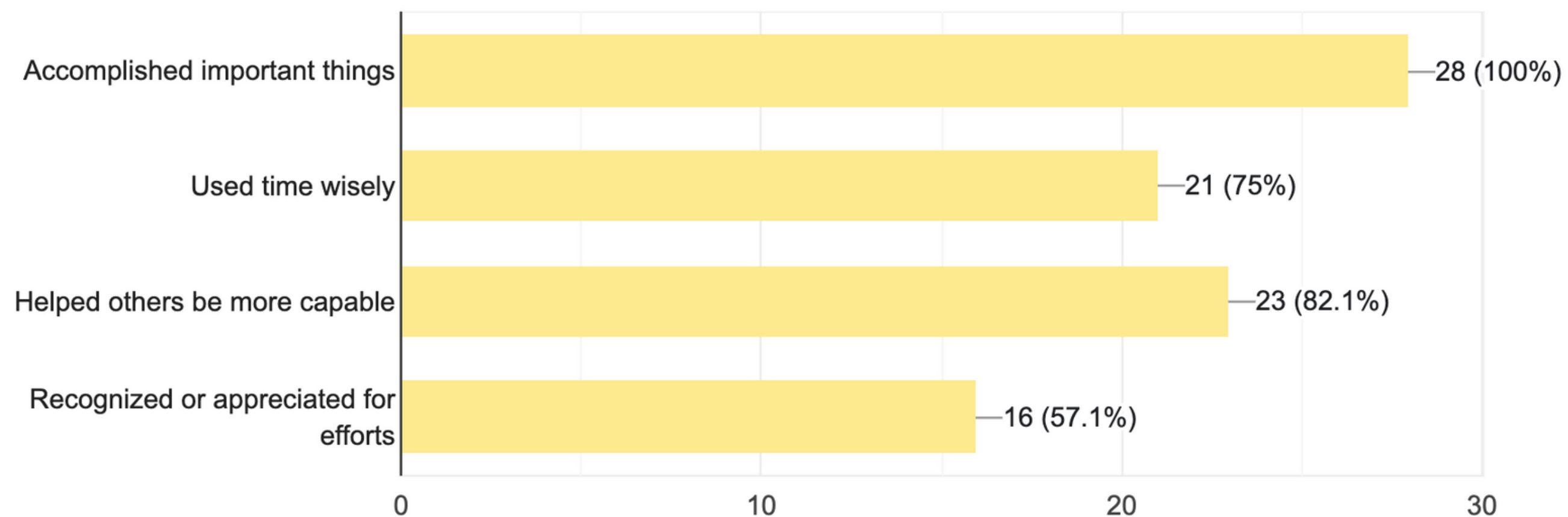


# What did I do to meet my phase needs?

My ability to lead was impacted positively in what way through meeting my phase needs?



28 responses



# Refelcting on Phase Needs

## Focusing on What Went Well

A great evaluation for a teacher. She was amazing! She is great for kids.

I was able to facilitate my team well and tap into their strengths to benefit student outcomes.

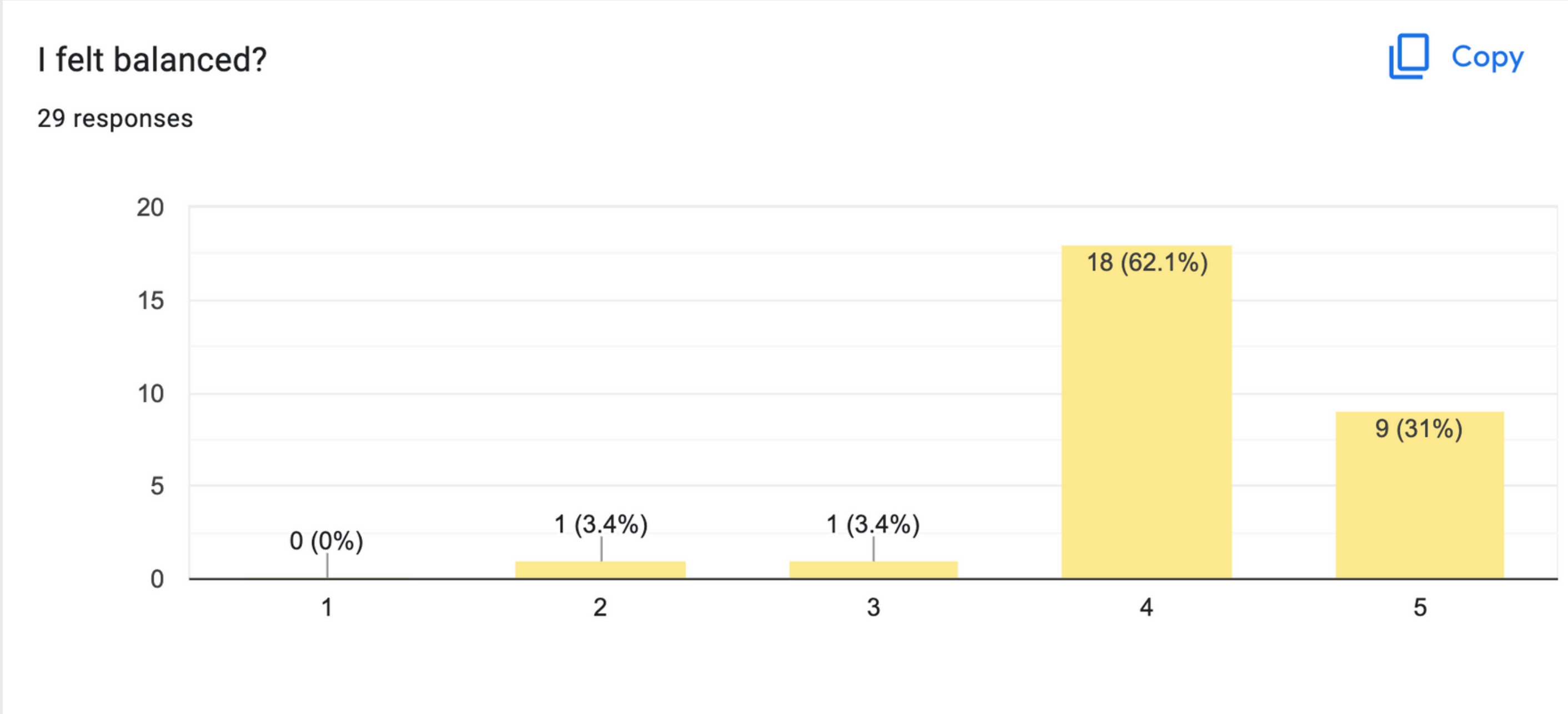
We hosted a fun family event: PTO VIP Breakfast


Presented at board meeting today; so proud of my students and felt accomplished in something.

lots of positive feedback about board presentation and some praise for other things.

Today was IPLI day. I really enjoy my cohort, and I really find value in helping a group member with his project. It makes me feel good that I can help him relieve a stressor..

# Did Meeting My Phase Needs Bring Balance?



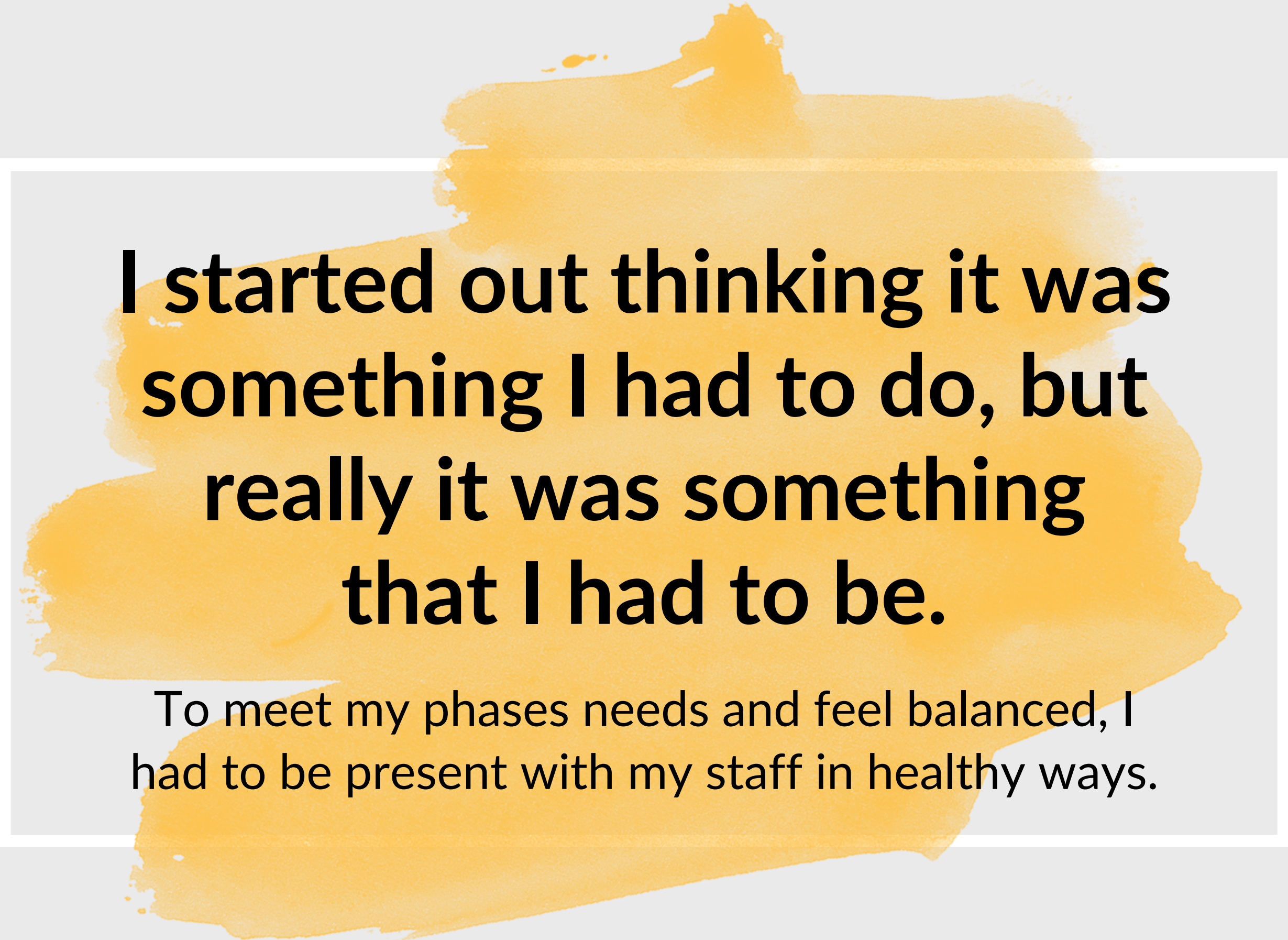


**Engagement  
that added to  
my sense of  
balance.**

Engaging in lunch  
with my staff

Personal  
conversations

Helping others be  
efficient, productive,  
or positive

A large, irregular yellow watercolor brushstroke serves as the background for the text. The stroke is centered and has a soft, painterly texture with some darker and lighter yellow areas. It is set against a light gray background.

**I started out thinking it was  
something I had to do, but  
really it was something  
that I had to be.**

To meet my phases needs and feel balanced, I  
had to be present with my staff in healthy ways.





**I CAN IMPROVE HOW I FEEL  
ABOUT MYSELF AND MY  
LEADERSHIP BY BEING MORE  
INTENTIONAL WITH MY  
PROFESSIONAL TIME.**

**My biggest takeaway is that  
being present with my staff  
has made me feel more like  
an effective leader.**

To meet my phases needs and feel balanced, I  
had to be present with my staff in healthy,  
productive ways.

## **Maximize My Strengths**

Stay organized and helpful.

## **Value My Blindspot**

Slow down and embrace some spontaneity.

# **Next Steps**

## **Be Intentional**

Engage in personal conversations and lunch with staff.

## **Be Present**

Be where staff is at their most relaxed and value that time for them.

# SARAH GREULICH, PRINCIPAL



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**SOCIAL**

[@HarrisElem\\_Prin](https://twitter.com/HarrisElem_Prin)



Year 1 Template for AR Narrative

# Finding Professional Balance

**Principal Name:** Sarah J. Greulich

**School Name:** Harris Elementary School

**Principal's Email Contact:** sgreulich@gcsc.k12.in.us

## **Background Leading to My Inquiry (Slide 3-5)**

- I came to my lead principal position in 2019, just prior to the pandemic. During my tenure in the lead principal role, education has changed a great deal and many challenges in the educational landscape have left me reflecting on my leadership and wondering how I can meet my needs better to improve how I feel about my leadership. I wondered if I was inefficient or if increasing my intentionality would help how I felt about my leadership and increase my overall satisfaction.

## **The Purpose of My Inquiry (Slide 6)**

Therefore, the purpose of my action inquiry was to examine if I can improve how I feel about my professional leadership by being more intentional with my time.

## **My Wondering (Slide 3)**

Can I improve how I feel about myself and my leadership by being more intentional with my professional time?

## **My Actions (Slide 9)**

- I reflected on my profile from PCM, focusing on my strengths and my needs, but also being aware of my blind spot as a leader.
- I determined a reflection question to monitor that included meeting my phase needs and better understanding what tasks met my needs and improved my efficiency and feelings about myself as a leader.
- I collected both quantitative and qualitative data using a google form that caused me to routinely reflect on what I did with my time and how that impacted my feelings about my leadership efficiency.
- Finally, I reflected on my data and noticed some expected and unexpected findings.

## **Data Collection (Slide 10)**

- I monitored how I was meeting my phase needs to better understand what tasks met my needs and improved my efficiency and feelings about myself as a leader.

## **My Data (Slides 11-14)**

- Professional task completed in a day that may have helped me meet my phase needs
- What from PCM met my phase needs

- Qualitative reflections on my phase needs

### **My Discoveries (Slide 15-18)**

- Learning Statement One: My biggest takeaway was that I felt more balance professionally when I fostered healthy relationships with my staff by spending time being present with them in ways that were relaxed and not focused on the professional work during every interaction.
- Learning Statement Two: I need to understand and value my blind spot as a leader; it has great value to the success of how I feel.
- Learning Statement Three: I need to continue to stay present and intentional in the work.

As I leader, I learned that I can improve how I feel about myself and my leadership by being more intentional with my professional time and by being more present with my staff in healthy ways.

### **Where I Am Heading Next (Slide 19)**

- Maximize My Strengths: stay organized and helpful
- Be Intentional: engage in personal conversations and lunch with staff
- Value My Blindspot: slow down and embrace some spontaneity
- Be Present: be where staff is at their most relaxed and value that time for them

### **Citing Your Presentation and Publication**

#### Presentation

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