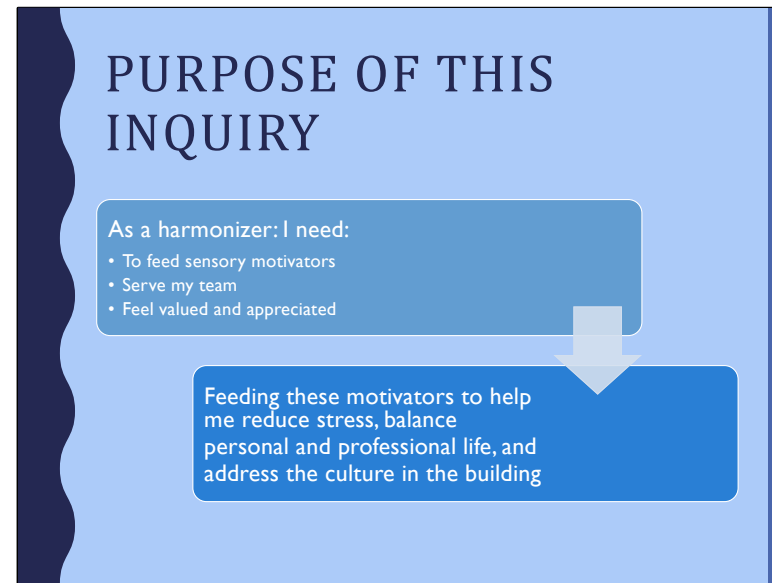


Title Slide



It's not a secret that principals feel like they're being pulled in every direction. We have a guilt to be "on" at all times, oftentimes pouring from an empty cup. I found that this took a toll not only on my professional life but my personal life as well. My kids needed their mom and my husband needed a wife. Setting boundaries and caring for my needs not only helped boost my leadership skills but earned me some mom points as well.



Therefore, the purpose of my action inquiry is to end my days positively in a way that feeds my harmonizer phase. These things will help me stay energized and healthy. According to the PCM Model, personal wellbeing and effectiveness as a leader is anchored in how well my phase motivators are met. As a Harmonizer: sensory motivators are huge! Serving my team in a safe, supportive and friendly environment is vital, and feeling valued and appreciated is key.



With this purpose, I wondered:

- How feeding my phase motivational needs will impact my leadership capacity?

MY ACTIONS

I reflected on motivational needs questions:

- Have I nurtured relationships that I care about?
- Have I taken care of me?
- Have I asked for what I want?
- Have I maintained my personal boundaries?
- Do I experience being recognized for the above?

I shared my goals

- I was really honest with people who could help me.

I began by turning to my motivational needs. I took a look at the reflection questions presented that answering these positively would assist and maintain a happy and healthy balance. Those questions are as followed: Have I nurtured the relationships that I care about? Have I taken care of me? Have I asked for what I want? Have I maintained my personal boundaries? Do I experience being recognized for the above? I shared these goals with my husband and I was really honest with the ones that I was struggling with.

MY ACTIONS (CONT.)

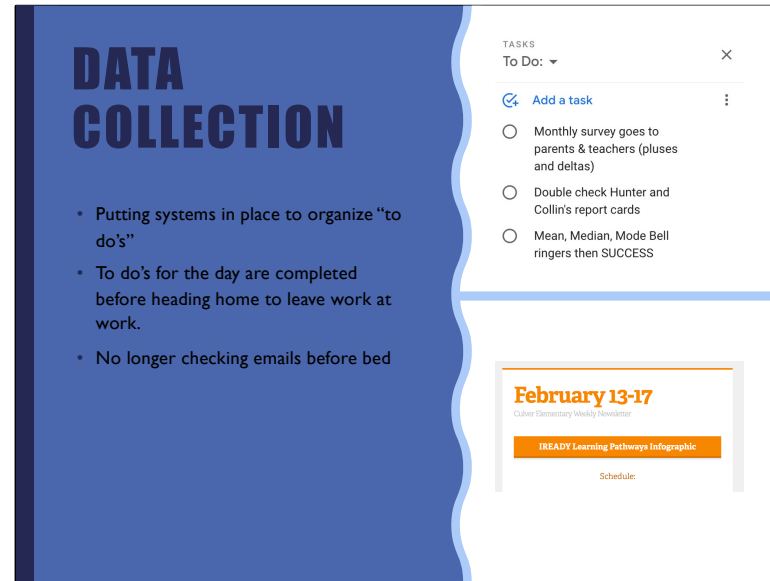
I considered what my family needs

- Putting my phone away at home
- Finishing work Fridays, not taking it into the weekend
- Family meals each evening
- Organization

I considered what my work family needs

- Clear communication
- Relationships, a safe culture
- Honesty and healthy boundaries
- Permission to make mistakes and grow

I began by turning to my motivational needs. I took a look at the reflection questions presented that answering these positively would assist and maintain a happy and healthy balance. Those questions are as followed: Have I nurtured the relationships that I care about? Have I taken care of me? Have I asked for what I want? Have I maintained my personal boundaries? Do I experience being recognized for the above? I shared these goals with my husband and I was really honest with the ones that I was struggling with.



It was time to put it into action:

- Organization was a huge part to setting boundaries. Memos, newsletters, communication is something that used to CONSUME my Sundays and I wanted to take my Sunday mornings before church back. I began utilizing my “Tasks” to do bar on google, and ensuring that my check lists were manageable to complete for the day before leaving for the day. If it meant staying until 5:00, that was time I would be able to dedicate to my family when I got home instead of consumed by the worry of getting it done.



Organizing and setting those boundaries of getting my work done before I left, meant I got my weekdays back. I got to prioritize being a mom. And things that we would have to wait until we had a weekend to do we were able to do on weeknights again. We gained so much together time by sometimes staying at school/work an extra few minutes.



Stressful or anxious times at work were balanced with things that fill my bucket. I'm taking more time to spend different time in classrooms. Volunteering to be a reader in the classroom, dressing up as a Christmas Tree, taking extra recess duties to give teachers a break, and intentionally spending time building relationships with students in their classrooms became a priority for me.

STAFF CULTURE

- We spent time building relationships with each other
- I shared my appreciation with the staff
 - With intentionality to reach all my different personalities
 - Gift, words, time, team building



Intentionally building relationship building into staff meetings, monthly, showing my staff my appreciation, and setting up experiences for staff to grow together was prioritized. I began tuning into how my staff feels cared for and appreciated. Often through their stomach, I set up monthly donuts and coffee through out PTO, I randomly sprinkled in days where I brought treats into the lounge, covering recess duties, subbing in classrooms, and allowing staff to leave early became regular things.

MY DATA

- Trial and error:
 - When self reflecting wasn't working, I pivoted and leaned on the relationships that matter



I originally set out to weekly reflect on my questions. Self reflection was something I wasn't always honest with myself about. So I turned to an expert, my school counselor. I was really honest with her on my goals, my reflections, and where I was at. She was able to ask follow up questions, aaaand question me when I wasn't being so honest with myself. She encouraged me to advocate for myself, the most difficult feat was asking for what I want or need. Turns out when you do this, relationships strengthen there as well.

- I struggled this year with communication and timelines with my superintendent, when I was really honest about my frustrations and what I needed...it was really wonderful for our relationship and we're both working towards common goals.



- First, I'm not always totally honest with myself and accountability of a friend is really helpful.
- Second, having systems and organization in place is very beneficial in setting boundaries.
- Third, sometimes things that seem like they're taking away from the mission are filling a bucket to help you be more productive.



In this step, reflect on your action research journey as a whole by creating 1-2 slides that accomplish the following:

*General reflection on the specific action research cycle just completed (Some Questions to Consider: What have you learned about your school? What have you learned about your teachers? What are the implications of what you learned for your work?)

*Generation of Directions for The Future (Some Questions to Consider: What changes will you make or have made in your practice? What new wonderings do you have?)

As you present your concluding thoughts, once again consider weaving a reference or two into your conclusions to connect your conclusions to the field of administration at large.