

NEWSLETTER



The official newsletter of the Indiana Principal Leadership Institute



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IDEAS TO PONDER *Page 5*

Build your conflict skill each and every time you're willing to go find issues when there appear to be none.

CONGRATULATIONS *Page 7*

On April 13, IPLI will be graduating their 7th Cohort of 51 principals.

INALI *Page 9*

INALI graduated 71 new school administrators this February.



IPLI Metamorphosis

The changes that have occurred for everyone in the world since the pandemic emerged in early 2020 have significantly created transformations for schools. Moving to a remote learning opportunity hailed as the “great pivot” offered the opportunity for student learning to continue while staying safe. While not perfect, educators continue to “fly the plane while building it.”

IPLI similarly moved to a virtual format for the delivery of professional development. At the same time, IPLI moved through a leadership change, office staff change, and all with a continuous professional learning focus. The IPLI Leadership Team has been the anchor of excellence, supporting the metamorphosis of change during change. As we continue to learn and grow leadership capacity and the learning capacity of schools, we know that without a doubt that leaders leading learning leaders are the core to successful change in our schools, in our communities, and our world.



Leadership Team Members: Jane Rogers, Mike Pinto, Rhonda Roos, Brian Disney, Amy Linkel, & David Robertson.

Not pictured: Kelly Andrews & Steve Gruenert

The IPLI Leadership Team is relatively new to IPLI within the past couple of years. Their service of guidance and direction have been invaluable during the changes of 2020-2021. They continue to mentor principals and mentors and then give more as a leadership team member. With grace and flexibility as we grow together, IPLI would like to highlight the learning leaders centered on continuous support and encouragement of Indiana school leaders; they are all leaders themselves, sacrificing their time to give to IPLI.

Meet the Leadership Team

♦ **Jane Rogers**, *Superintendent of Milan Community Schools, IPLI Extended Cohort 2 Mentor*

Jane Rogers has been an IPLI mentor in cohorts 2, 4, and 6, and is currently a mentor in IPLI Extended Cohort 2. Jane has spent her career in education first as a teacher and coach, then an elementary school assistant principal, an elementary school principal, and now is the superintendent at Milan Community School Corporation.

♦ **Amy Linkel**, *Principal of South Ripley Elementary School at South Ripley School Corporation, Cohort 3 Graduate, Cohort 7 Mentor*

Since 2015, Mrs. Amy Linkel has been the principal at South Ripley Elementary School. She has been in leadership since 2006, when she joined the South Ripley administration team as the assistant principal. As the current proud principal of SRES, Mrs. Linkel enjoys continuing to teach students and staff and she always puts students first in her everyday thinking. She focuses on making decisions daily based on what is best for her students.

“Being involved in IPLI is one of the best decisions I have ever made. IPLI provides the structure, framework, resources, and professional development essential for a leader’s growth.”

Amy Linkel

Leadership Team & Cohort 7 Mentor

Continues on page 3....

Meet the Leadership Team *(continued)*

♦ **Rhonda Roos**, *former Assistant Superintendent of Greater Clark Schools and now an educational consultant with Rhonda Roos Consulting, IPLI Extended Cohort 2 Mentor*

Dr. Rhonda Roos launched Rhonda Roos Consulting four years ago when she retired from the New Albany Floyd County School Corporation. Rhonda has led in educational administrative positions for 26 years as an assistant principal, principal, and district administrator. Before that, she loved being an English teacher and guidance counselor. In her current role, she is thrilled to work with district leadership teams, school principal teams, and individual principals.

♦ **Mike Pinto**, *Principal at James Cole Elementary School at Tippecanoe County Schools, Cohort 8 Mentor*

Mike Pinto has been an IPLI mentor in cohorts 2, 4, and 6, and is currently a mentor for Cohort 8. Mike was previously the assistant principal at Klondike Elementary and the principal at Rossville Elementary. He is currently the principal at James Cole Elementary in Tippecanoe County where he has been the past 16 years.

♦ **David Robertson**, *Assistant Superintendent at Warsaw Community Schools, Cohort 1 Graduate, Cohort 7 Mentor*

Dr. David Robertson is in his 7th year of serving as the Assistant Superintendent of Elementary Education at Warsaw Community Schools. He previously served two years as the principal at Jefferson Elementary School. He has held an administrator position since 2010.



♦ **Brian Disney**, *Principal at Mooresville High School at Mooresville School Corporation, Cohort 3 Graduate, Cohort 8 Mentor*

Dr. Brian Disney is the principal at Mooresville High School where he has served for the past 8 years. Previously, Brian served as an assistant principal at Franklin Central High School. For 18 years in education before becoming an administrator, Brian was a math/science teacher, guidance counselor, and a guidance director.

♦ **Steve Gruenert**, *Professor of Educational Leadership at Indiana State University, Designer of IPLI*

Dr. Steve Gruenert started off his education career as an art teacher. He later became an assistant principal and then a principal in Missouri. He has been with Indiana State University for the past 20 years in the Educational Leadership Department. He has written three books and has a fourth book on the way.

♦ **Kelly Andrews**, *Indiana Principal Leadership Institute Director*

Teaching and coaching led to a 20-year administrative career as an assistant principal, principal, and Executive Director for Dr. Kelly Andrews. Leading in Indiana and Florida has given her perspectives to assist others as they grow together as leaders. Kelly says, "Serving now as the Director of IPLI is a great opportunity to share many experiences and to lead learning leaders in Indiana."

"In my career as a principal, I have been blessed to follow the lead of several individuals I consider my mentors. These individuals have helped guide me when I was aspiring toward that role and in my early years in that position. I stay connected with these mentors now for advice, camaraderie and piece of mind. How fortunate I feel to serve as a mentor with IPLI and to meet and learn alongside so many individuals focused on children and instruction."

Mike Pinto

Leadership Team & Cohort 8 Mentor

"I am grateful to be surrounded with the best of the best in the art of leadership which gives me tremendous joy."

Kelly Andrews

Leadership Team, IPLI Director

IPLI Seminars

All IPLI seminars since **April of 2020** have been hosted on a virtual platform. Like most high schools, graduation for Cohort 6 was online with certificates, pins, and all accolades mailed through the USPS. IPLI missed meeting with everyone and celebrating their accomplishments, but the change was necessary in the light of the pandemic that was still a new phenomenon.

The coveted **Summer Seminar** on the ISU campus kicking off the new year with Cohorts 7, 8, and Extended Cohort 2, a 3-day adventure, was modified to a two-day online experience on July 14 and 16 featuring national speakers Dr. Todd Whitaker, Dr. Nancy Dana, and Dr. Tammy Heflebower.



The **September Seminar** brought another opportunity for a virtual experience with Dr. Phil Warrick and Dr. Rhonda Roos. Cohorts 7 and 8 worked with their regional focus teams to develop their wonderings regarding the projects they would begin for themselves and their schools. Extended Cohort 2 worked with Dr. Warrick to “Dig Deeper into HRS Level 2”.

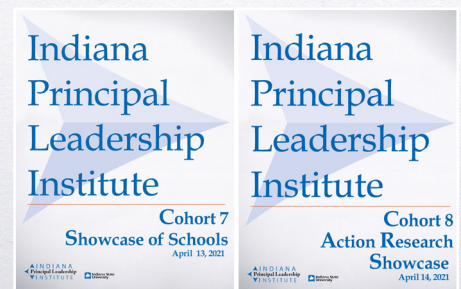
IPLI held its **November Seminar** in conjunction with the annual Indiana Association of School Principals (IASP) Fall Professional Conference on November 23, 2020. Participating in a virtual platform once again, principals and guests heard from Dr. Tina Boogren and Dr. Rick Wormeli. They were treated to the keynote speaker on Monday, Dr. Jon Gordon, author of *The Energy Bus: 10 Rules to Fuel Your Life, Work, and Team with Positive Energy*.

IPLI principals met virtually in a breakout session to review their action inquiry plans and identify their next steps in the process. In addition, principals could select from a plethora of concurrent sessions featuring IPLI principals and mentors. All principals registered had access to all content until February 28, 2021, for their review.

On January 25, 26, & 27, 2021, the **January Seminar** was again utilizing a virtual platform. Featuring Dr. Michael McDowell speaking on Visible Learning with Cohort 8, Dr. Phil Warrick speaking on HRS 2, Effective Teaching in Every Classroom with Extended Cohort 2, and HRS 3 Guaranteed and Viable Curriculum with Cohort 7. Dr. Steve Gruenert finished the day with Cohort 8 sharing strategies when determining teacher-leaders for Year 2.

Utilizing a reflective learning and inquiry approach, this pioneering, professional development program for principals is a model that other states look to replicate for professionalism and innovation. Modeling ways to deliver a high-caliber curriculum virtual and safely, IPLI has encouraged principals and teacher-leaders to stay the course. However, like the schoolhouse, a virtual environment is only a part of curriculum delivery that supplements the richness of building networks, and professional relationships in person, that IPLI has provided in the past to propel our leaders further into the excellence of practice. As our county and our state begin to heal, IPLI is pledged to continue to grow our school leaders through a structured professional curriculum virtually until we can meet again to increase student achievement as a way to improve education in Indiana.

IPLI looks forward to celebrating the graduating **Cohort 7 and their Showcase of Schools in April 2021, as well as Cohort 8's Action Research Showcase**. We hope that we can meet again together in one place. In the meantime, IPLI is pledged to be safe as we continue to provide excellence in education.



Ideas to Ponder

Conflict-It's Like a Swimming Pool

By, Rhonda Roos, Leadership Team and IPLI Extended Cohort 2 Mentor

A dear friend, and fellow educator, asked me a question. I had to think long and hard about my answer. She asked, "Rhonda, what was the one lesson that took you the longest to learn as a principal?"

"It took me too long to understand that conflict goes with leadership. It took me too long to quit striving toward the day where there would be no conflict. It took me too long to realize that conflict can be a good thing!" I don't want it to take principals as long as it took me to understand conflict and reframe your thinking with a new perspective.

As you become more intentional in strengthening your skill of building relationships, especially with a strong foundation of trust, it makes it much easier to address conflicts when they arise in your school. These conflicts come in all shapes and sizes – small issues, huge issues, two people, groups of people. But one thing is for certain – effective principals frame their conflicts with a positive perspective. They face them and work diligently to address them in positive, meaningful ways. They reframe their thinking and begin to see conflict as an opportunity. They know that addressing conflict will make their school much healthier and successful.



I like the analogy of viewing conflict as a swimming pool. Far too many times, principals keep the discussion at an artificial harmony level or at the shallow end of the pool. Everybody feels safe, so they tend to simply splash around in the baby end of the water, where no meaningful conversations occur, and no meaningful changes in behavior take place. Maybe we stay in the shallow end because we're too afraid to swim out to the deepest end where mean-spirited arguments can arise. But a true leader encourages people to swim out to the deep end rope where teams can begin to discuss the difficult issues and work together to solve them. You can do this when you've built relationships with your staff. That's using conflict in a constructive way. Good things can happen when you get staff members to be open and

discuss the difficult issues. If the conversation does become too heated where harsh words or negative things are being said, then lead. Take control of the conversation and lead your team back to a healthy place of dialogue.

Conflict. It's a really difficult part of leadership. But you must learn to stop avoiding it and reframe your thinking. Start addressing it. Build your conflict skill each and every time you're willing to address an issue. Build your conflict skill each and every time you're willing to go find issues when there appear to be none. Build your conflict skill when you don't react to negative, conflict energy. Instead, respond with a clear perspective of addressing conflict and finding opportunities for your school and staff to grow.

Visit us on the web at Indianapli.org

Principal Recognition

Thank you to IPLI Principals who presented at the 2020 IASP Fall Conference!

- ◇ **Ashley Hammond**, *"Implementing Effective Professional Learning Communities to Increase Student Achievement"*
- ◇ **Laura Morris**, *"Data Wise for School Improvement"*
- ◇ **Ryan Hill**, *"Indiana Office of Work and Based Learning Apprenticeship & the Crossing of School of Business"*
- ◇ **Natalie Schneider, Angel Hocker, & Teresa Stuckey**, *"What It Takes to be an Instructional Leader"*
- ◇ **Dr. Brian Disney**, *"Leading from Your Core Values and Beliefs"*
- ◇ **Dr. April Holder**, *"Identifying, Cultivating and Utilizing Elementary Teacher Leaders"*
- ◇ **Dawn Sonsini & Wendy Ivey**, *"What's Around the Corner"*

Congratulations to the 2020 IASP Indiana State Principals of the Year winners!

- ◇ Elementary-**Dr. Dennisha Murff**, Westlake Elementary School, District 7
- ◇ Middle School-**Dr. Crystal Thorpe**, Fishers Jr. High School, District 5
- ◇ High School-**Mr. Matthew Shockley**, Avon High School, District 8

Apply for Cohort #9

Applications are now being accepted for IPLI Cohort #9. Information about the two-year program and how to apply are available at www.indianapli.org. Participation in IPLI includes:

- Mentoring by trained, highly-qualified mentors;
- Regional monthly focus-cohort meetings;
- Seminars featuring nationally recognized school leaders;
- Access to resources to support the needs of principals and their schools including Marzano High Reliability Schools™ Network;
- Membership in the Indiana Association of School Principals;
- Registration for the Indiana Association of School Principals Fall Professionals Conference;
- Registration for the Ed Leaders Network: An on-demand, online, professional development site to enhance educational leadership;
- An opportunity to enroll in 12 university credits toward the Indiana State University Educational Specialist degree program at a significantly reduced tuition rate; and
- 45 Professional Growth Plan (PGP) points for each year of participation. Completion of IPLI fulfills IMAP requirements.

Deadline to apply is March 31st

Congratulations!

On April 13, IPLI will be graduating their 7th Cohort.

- 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
- Michelle Burch, Coesse Elementary School
- AnnMarie Caballero, William Fegely Middle School
- Jaime Carroll, Wayne Center Elementary
- Celina Clements, Mill Creek West Elementary
- Casey Dodd, Mt. Vernon High School
- Marisa Donovan, Clarks Creek Elementary
- Jon Evers, George L. Myers Elementary School
- Pamela Guilliams, Sunman Elementary
- Elaine Hall, Tri-County Primary School
- Jeffery Harper, Avilla Elementary School
- Elizabeth Henry, Southwest Elementary School
- Angela Hocker, South Decatur Elementary
- Justin Holmquest, New Prairie Middle School
- Jeff Hoog, Brooks School Elementary
- David Horvath, Madison Consolidated Jr. High School
- Ryan Jenkins, Central Elementary
- Brian Jones, Portage High School
- Jessica Jones, Burris Elementary
- Rhonda Lanie, Howard Elementary
- Jeff McCullough, Adams Central High School
- Sean McGarvey, Switzerland County Middle School
- Rebecca McPherson, Monrovia Middle School
- Sam Melton, South Dearborn Middle School
- Mary Beth Meyer, Greensburg Elementary
- Michael Miller, Franklin Elementary School
- Stacy Muffler, Fortville Elementary
- Aaron Owney, Hebron High School
- Samantha Phegley, Sullivan Elementary School
- Bill Pitcock, Westlane Middle School
- 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, Huntertown 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
- Jobie Whitaker, Maxwell Intermediate School
- Melissa Whitehead, Twin Lakes High School



Graduating Cohort #7 from 2019 Summer Seminar.

IPLI Mentors

Thank you to IPLI mentors!

COHORT 7 MENTORS

- ◇ **Nathan Boyd**, Principal, Navarre Middle School
- ◇ **Brent Bokhart**, Principal, Crawfordsville Middle School
- ◇ **Brittany Greene**, Principal, Spencer Elementary
- ◇ **Amy Linkel**, Principal, South Ripley Elementary
- ◇ **Christy Merchant**, Principal, Grassy Creek Elementary
- ◇ **Rob Moorhead**, Superintendent, South Ripley Community Schools
- ◇ **Krista Nelson**, Principal, Center Grove Elementary
- ◇ **John Ralston**, Principal, Perry Meridian Sixth Grade Academy
- ◇ **David Robertson**, Assistant Superintendent of Elementary Education, Warsaw Community Schools
- ◇ **Chad Rodgers**, Principal, Greencastle Senior High School
- ◇ **Tom Stoner**, Principal, Kouts Middle School/High School
- ◇ **Emily Tracy**, Director of Curriculum and Instruction, Wabash City Schools

COHORT 8 MENTORS

- ◇ **Leigh Barnes**, Principal, John Simatovich Elementary
- ◇ **Jack Birmingham**, Assistant Superintendent, Union Township School Corporation
- ◇ **Brian Disney**, Principal, Mooresville High School
- ◇ **Brian Hagan**, Principal, Tri-County Intermediate School
- ◇ **Angela Harris**, Principal, South Vermillion Middle School
- ◇ **Ryan Langferman**, Principal, Milan High School
- ◇ **Angela Lewis-Hawkins**, Director of Elementary Learning, Indianapolis Public Schools
- ◇ **Adam McDaniel**, Principal, New Castle Middle School
- ◇ **Tina Noe**, Principal, Danville South Elementary
- ◇ **Melissa Pancake**, Principal, Benjamin Franklin Elementary
- ◇ **John Pearl**, Principal, Battle Ground Elementary
- ◇ **Mike Pinto**, Principal, James Cole Elementary
- ◇ **Lynn Simmers**, Assistant Superintendent, Southwest Allen County Schools
- ◇ **Amber Walters**, Principal, Avon Intermediate School West

IPLI EXTENDED COHORT 2 MENTORS

- ◇ **Kelly Andrews**, Director, Indiana Principal Leadership Institute
- ◇ **Jane Rogers**, Superintendent, Milan Community School Corporation
- ◇ **Rhonda Roos**, Educational Consultant, Rhonda Roos Consulting
- ◇ **Rex Ryker**, Assistant Superintendent Crawfordsville Community Schools
- ◇ **Shawn Wright-Browner**, Director/Principal, J. Everett Light Career Center

Keep Indiana Learning

Hundreds of educators from across the state of Indiana are working together to provide interactive, on-demand, professional learning opportunities. What started as a Facebook group is now the largest collective community of professional learning contributors in Indiana. [Keep Indiana Learning](#) (KInL) is designed to support educators, leaders, families, and community partners, and together, we are transforming education. Become a part of our [Facebook Community](#) and join the conversation. Find updates and celebrations by engaging with us on [Twitter](#). Share your own expertise and impact by [contributing](#) content to our events, resources, and blog.



IPLI Extended

IPLI graduates are invited to register for IPLI Extended Cohort 3. Extended is open to all graduates of IPLI, and each year the program will dig a little deeper into topics covered during the two-year IPLI experience.

The theme for 2021 – 2022 is
“Advancing Equity and Inclusion through Culture, Effective Teaching and Curriculum.”



Cohort 3 will kick off with a one-day seminar at the IPLI Summer Seminar on Wednesday, July 7, 2021, featuring keynote speaker Dr. David Simpson from the Patrick Lencioni Table Group.



The September Seminar will feature Dr. Anthony Muhammad. His Transforming School Culture approach explores the root causes of staff resistance to change.

What's Included?

- ◇ Three 1-Day Seminars (July, September, and January) featuring nationally-recognized educational leaders
- ◇ Regional focus-cohort meetings (August, October, February)
- ◇ Access to resources to support the needs of principals and their schools
- ◇ 30 Professional Growth points for full participation

Cost

- ◇ \$500 – IPLI Graduate
- ◇ IPLI Graduates are encouraged to bring their two teacher-leaders from year two of IPLI to the three seminars at an additional cost of \$150 each
- ◇ IPLI Graduates may also elect to join IASP and register for the IASP Fall Conference at a reduced rate as part of the IPLI Extended program for an additional \$500 (a savings of \$94)

“IPLI has provided me with the most meaningful and applicable professional development I have ever had. The speakers provide real-world application of evidenced-based techniques that help all students learn and grow into successful adults. The networking that IPLI delivers is second to none, and I hope IPLI will continue to educate principals for years to come.”

Patrick Murphy, Cohort 2
 IPLI Extended Cohort 1 & 2
Principal, Milan Middle/Intermediate Schools

“The IPLI framework of focusing on the principal the first year, and the school the second year creates a well-rounded professional development experience for all principals choosing IPLI. Outstanding speakers, excellent resources, and regional cohort groups complete the experience. The addition of IPLI Extended allows principals to continue their personal and professional growth. With Phil Warrick leading IPLI Extended sessions this year, principals are reminded that teachers are central to student success. In January, principals learned the importance of focused feedback to build teacher efficacy.”

Jane Rogers
Leadership Team, IPLI Extended Cohort 2 Mentor

Applications open April 13, 2021

<http://indianapli.org/ipli-extended>

INALI



On Wednesday, February 10, 2021, INALI graduated 71 new school administrators from its two-year program. Modeled after IPLI, INALI was formed in 2014 through a partnership with the Indiana Association of School Principals and the Indiana Association of Public-School Superintendents to meet new school administrators' needs. To date, 462 school leaders have completed INALI with 53 principals going on to be part of IPLI. INALI Cohort 7, composed of 85 new administrators, is finishing up its first year.

INALI is currently taking registrations for Cohort 8. Additional information about INALI along with a link to the registration form can be found at <https://iasp.org/principals/inali/>

"INALI has provided me with a margin in my professional life that has supplied me ample time to focus on my professional development. IASP and its leadership have fostered a program in INALI that, like IPLI, provides extremely relevant professional development delivered by respected professionals in the field. I have appreciated that the seminars' content aligns with the different components of the School Leader Paradigm, which is a response to the National Association of Secondary School Principals' Building Ranks publication. It brings me a sense of pride to know that Indiana is on the cutting edge of understanding what new administrators need to succeed in the field. For me, the time spent in my regional cohort group has helped me build connections with other new administrators who I would not have had the chance to know otherwise. The periodic seminars where we have gathered have been unique in terms of networking and content. I appreciate the IASP leadership for their efforts to shepherding my cohort through the adjustments we have made due to COVID-19. I hope that the INALI and IPLI programs will continue for many years to come, and I look forward to being part of IPLI when I become a principal."

Dan Peo, INALI Cohort 6
Assistant Principal
Wea Ridge Middle School
Tippecanoe County Schools

Want to be part of INALI?

Applications are now being accepted for INALI Cohort #8. This two-year program contains professional development, mentoring and regional group meetings. Benefits include:

- 2 years of membership in IASP;
- 2 years of state conference attendance;
- 2 years of professional development seminars in Indianapolis (July, September, February);
- 2 years of mentoring by a retired or practicing administrator;
- 2 years of regional cohort meetings with mentor and regional group (dates & times arranged by your group);
- One-on-one school visits by a mentor (fall and spring of each year);
- 2 years of membership in Ed Leaders Network: An on-demand, online, professional development site to enhance educational leadership; and
- 55 PGP for each year of participation. Completion of INALI fulfills IMAP requirements.

Summer Seminar

IPLI is pleased to announce keynote speakers for its annual IPLI Summer Seminar to be held July 6-8, 2021, on the campus of Indiana State University in Terre Haute.



Tuesday, July 6 - Welcome Cohort #9 Principals & Mentors

Dr. Todd Whitaker: Todd is a former teacher, coach, principal, district administrator, university professor, and author of *What Great Principals Do Differently* and over 40 other publications in education.

Dr. Nancy Fichtman Dana: Nancy is a Professor of Education in the School of Teaching and Learning at the University of Florida in Gainesville, nationally and internationally known expert on action inquiry, and author of *Leading with Passion and Knowledge: The Principal as Action Researcher*.



Wednesday, July 7 - Welcome Cohort #8 & #9 Principals, Teachers & Mentors

David Simpson: David Simpson is one of the founding Principal Consultants for The Table Group. His passion for organizational health has helped him build a strong reputation for delivering results and facilitating lasting, transformative change. David works regularly with CEOs and executive teams in quickly and effectively applying the concepts captured in all of Pat Lencioni's books.

Kim Campbell: Kim Campbell is a real, live, practicing middle school teacher with a great gift of humor and a straight-talking approach. Kim crosses the continent energizing educational professionals as a dynamic presenter and self-proclaimed "Proud Middle School Teacher." Building on the lessons learned and techniques developed as a middle-level social studies teacher since 1991, Kim is in national demand as a keynote speaker, workshop facilitator, and consultant for the Association of Middle-Level Educators, Staff Development Educators, and the Jack Berckemeyer Consulting Group.



Thursday, July 8 - Welcome Cohort #8 Principal, Teachers & Mentors

Dr. Tammy Heflebower: Tammy is a Senior Scholar at Marzano Research, former teacher, building leader, regional professional development director, national and international trainer, and coauthor of *A Handbook for High Reliability Schools and Collaborative Teams That Transform Schools*.

"The IPLI speakers have given us inspiration, professional development, confidence to stay focused on our mission of continuous improvement as a leader!"

Leigh Barnes

Leadership Team, IPLI Extended Cohort 2 Mentor



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Great Principals! Great Schools!