

NEWSLETTER

INDIANA
Principal Leadership
INSTITUTE

The official newsletter of the Indiana Principal Leadership Institute



Issue Highlights

IPLI Seminars *Page 3*

Check out highlights from the September, January, and April Seminars.



Ideas to Ponder *Page 4*

IPLI Mentor, Tina Noe writes about setting goals and how to stick to them.

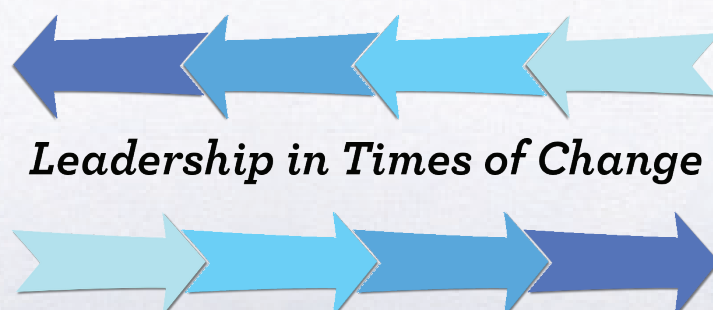


Mentor Highlights *Page 6*

IPLI highlights a Leadership Team member and a mentor for their dedication to the IPLI program.

Summer Seminar *Page 9*

IPLI kicks off the Summer Seminar on July 12th at Indiana State University.



What's Next?



It has been over two years since the world of education changed. We have learned so much, and now we have a tiny window where significant change can be implemented. What will we keep from our learning over these last couple of years, and what needs to go by the wayside to move our schools forward? Action research, which is the bedrock foundation of IPLI, assists school leaders in gathering data and information to determine the next steps for their schools in this new season of hope and determination for the success of all students.

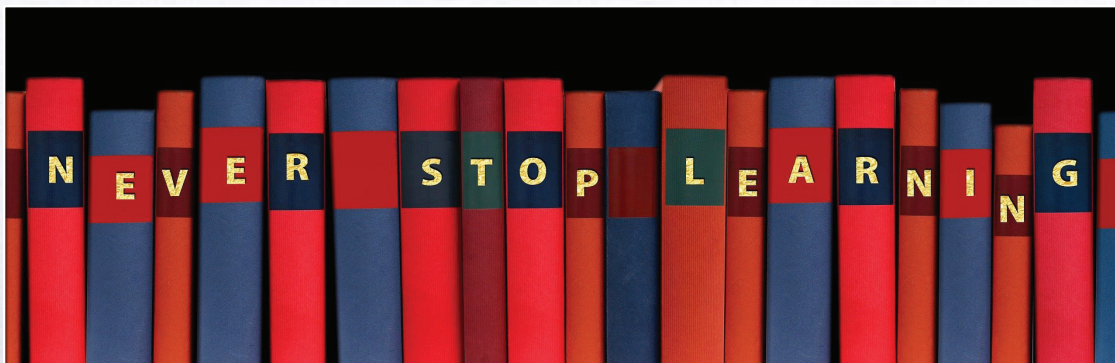
School leaders working within IPLI look deeper within themselves at how they can access their leadership strengths, skills, and actions to enhance their school environment. They are data-driven, focusing on serving their students and staff to form a culture that values excellence and collaboration.

Leading experts in education have been studying the effects of the pandemic on education and consider that educators must reflect on the role students have in their learning. Yong Zhao states, "...educators must reflect on students' role in their learning. If schools can thoughtfully but courageously combine remote learning with in-person learning into a new mode of learning, we can truly enable students to personalize their learning as owners and partners of educational change." (Zhao, 2011, 2016, 2018a). He goes on to say that students "need to become active owners of their learning." What are your thoughts on this?

As we work with school leaders moving forward, IPLI will continue to support principals and their schools as they search for the right culture, excellence in teaching and learning, and a more robust curriculum to meet the needs of their students. IPLI is grateful to The Next Element and Dr. Nate Regier for providing the Process Communication Model to study in our first year as we work to learn more about our leadership. We are also thankful to Dr. Robert Marzano and Marzano Research for providing the High-Reliability Schools framework from which to begin the journey of school improvement and finding the right fit for all. What's next for your leadership and your school?

IPLI Cohort 11 will begin taking applications in November 2022, starting in the summer of 2023 for the Class of 2025. Consider a 2-year journey with IPLI to grow yourself as a leader and ultimately grow your school.

Zhao, Y. (2011). Students as change partners: A proposal for educational change in the age of globalization. *Journal of Educational Change*, 12(2), 267-279.
Zhao, Y. (2016). From deficiency to strength: Shifting the mindset about education inequality. *Journal of Social Issues*, 72(4), 716-735.
Zhao, Y. (2018a). *Reach for greatness: Personalizable education for all children*. Thousand Oaks, CA: Corwin.



Visit us on the web at Indianapli.org

IPLI Seminars

IPLI hosted seminars for Cohorts 8, 9, and Extended Cohort 3 in September 2021, featuring Dr. Nate Regier, Dr. Phil Warrick, and Dr. Anthony Muhammad, all of which are nationally known experts in their educational fields of study. In January 2023, Dr. Rhonda Roos, Dr. Steve Gruenert, Dr. Phil Warrick, Dr. Tameka Hobbs, and Dr. Dennish Murff shared their expertise to assist principals as they continued their action research journey in IPLI.



Christina Davis presents her Action Research at the Cohort 9 April Seminar.

Phil Warrick on the High-Reliability Framework. This structure permeated thinking about school needs and where to focus on the challenges of their schools by utilizing data and implementing pedagogy to improve their schools.



Javier Jimenez presents his Action Research at the Cohort 8 April Seminar.

results, and next steps. Keynote speaker Annette Breaux shared **7 Simple Secrets** of excellent teaching to send out to the graduates and their teachers of Cohort 8 as they completed their two-year journey of IPLI. Schools in Indiana are improving because of the dedication of their principals to their profession and their schools. Congratulations on a great year of learning together.

Cohort 9: In their first year of IPLI, Principals studied their Leadership Profiles utilizing the Process Communication Model and were supported by Dr. Regier, Dr. Ryan Donlan, and Emily Tracy. Each is a certified trainer in the model. Principals are learning more about themselves and applying that knowledge to their leadership style and structure, which has opened new learning opportunities for improving skills and techniques in leadership. Add to that the knowledge shared by Dr. Steve Gruenert on understanding and growing Culture within the schools. The work from Year 1 gave the principals the impetus to begin thinking about improving their schools.

Cohort 8: Coming into Year 2 of IPLI, principals and their teacher leaders heard from Dr.



Doyle Dunshee and his teacher-leaders, Leah Cavanagh and Kathy Dunshee, present their Action Research at the Cohort 8 April Seminar.

Extended Cohort 3: These are graduates of IPLI's two-year journey. This year's theme was "Advancing Equity and Inclusion Through Culture, Effective Teaching and Curriculum." Speakers Dr. Anthony Muhammad, Dr. Tameka Hobbs, and Dr. Dennisha Murff stretched their thinking and gave practical tips for implementing responsive teaching and learning.

In April 2022, Cohorts 8 and 9 presented their action research in round table formats, sharing their data, results,



Keynote Speaker Annette Breaux with IPLI Mentors, Mike Pinto and John Pearl.

Ideas to Ponder

“5 Strategies to Help You Stay Committed”

By Tina Noe, IPLI Mentor and Principal at Danville South Elementary School



We've all done it....We have set goals that quickly fade, made new year's resolutions that last two months tops, told ourselves we will make a change for the better, and then life gets in the way.

I don't know anyone who hasn't gone through a cycle of failed or abandoned resolutions for change at one point or another. We all have things about ourselves we want to improve; our health, time management, relationships with others, and the list goes on and on. So, what is it? What truly makes the difference when it comes to long-term commitment?

A commitment is a promise or firm decision to do something. When my kids were little and wanted to join a team, they agreed that they could join as long as they remained committed throughout the season. The rule in our house was that they weren't allowed to quit. Transferring this same concept to my adult life hasn't always been as easy. Life gets busy, which creates excuses, and excuses are what derail commitment.

Based on books, articles, and blogs, the top 5 recommended techniques ensure you stay fully committed to your goals.

- 1) **Turn off the “I don't feel like it” thoughts.** Of course, you don't feel like it. This is a new challenge, and until it becomes a habit, your actions must be intentional and without the emotions that can sabotage your goal. As soon as a negative thought toward your goal enters your mind, count to three and do it anyway. Don't want to get up early to work out? Instead of wrestling with the battle of sleeping in or getting up, count to three and go! Make counting a habit each time, and it will help you train your mindset.
- 2) **Take it one step at a time.** Rather than focusing on the end product, such as a loss of fifty pounds, focus on the small daily actions necessary to reach your goal. “Courage is more exhilarating than fear and in the long run it is



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easier. We do not have to become heroes over night. Just a step at a time, meeting each thing that comes up, seeing it is not as dreadful as it appeared, discovering we have the strength to stare it down” ~Eleanor Roosevelt

3) **Find an accountability partner.** Verbalizing your goals to someone else and asking for their help puts you on a more committed path to success. Find someone who has a genuine interest in helping you succeed and will motivate you and give you a little extra push when you’re ready to give up.

4) **Remember your deeper WHY.** Sometimes we feel selfish if we put ourselves first or carve out time for ourselves. If that resonates with you, flip the script. By committing to your goal, you will serve sincerely the people you care about. Keep them in your heart when you take the time necessary to meet your goal.

5) **Seek out inspiration.** A great way to stay inspired is by seeing others crush the same goals. With access to so many different media platforms, it’s easy to find others committed to the same goals you are trying to tackle. Find them, learn from them, and become that inspiration to someone else.

It’s time to dig down deep and commit to what you genuinely want to accomplish. Stay focused. Don’t quit.
You’ve got this!

Message from the Dean

Dear IPLI Colleagues,

I do hope all is going well during this busy time of year. Being busy is the nature of end-of-semester activities and deadlines, but being productive with your time matters much. Stephen Covey noted, “The key is not to prioritize what’s on your schedule but to schedule your priorities!” A great reminder to stay focused on your essential priorities. I trust you’ll enjoy this newsletter and its strong emphasis on leadership excellence and the IPLI experience! First, a heartfelt congratulations to Cohort 8. I know it may not have been the “typical” IPLI experience, but your resilience and creativity allowed for self-growth as well as growth in your schools. Thanks too to the strong leadership of IPLI Director Dr. Kelly Andrews and her leadership team. You’ve all done an outstanding job, and your statewide impact is incredible.



The ISU campus community is excited about a new initiative entitled the Indiana State Advantage. The Indiana State Advantage includes free tuition for Pell-eligible students in Indiana, a \$3,000 experience grant, and a four-year graduation guarantee. There are some eligibility requirements, and more information may be found at <https://www.indstate.edu/advantage>

I wish you the very best and offer my sincere thanks for all you do on behalf of our Hoosier Students! Feel free to contact me with feedback, suggestions, or concerns at Brad.Balch@indstate.edu. GO SYCAMORES!

Respectfully,

Brad Balch, Dean

Leadership Team Highlight



Dr. Rhonda Roos has served IPLI since its inception in 2013, beginning as a mentor in Cohort 1 as IPLI was unfolding. As she participated in the ongoing evolution of IPLI over the years, Rhonda has also served as a mentor to principals in Cohort 5.

As IPLI began to expand, she served as a mentor in the inaugural IPLI Extended, promoting the structure and leading the mentors as well as the IPLI graduates for three cohorts (and during a pandemic!). Rhonda has been a leading member of a collective voice for IPLI as it has grown through a leadership change and curriculum changes.

Dr. Roos was a natural choice to participate in the newly formed IPLI Leadership Team in 2018, serving to train mentors and share her expertise in principal professional development. She assisted the Leadership Team in their presentation in Washington DC at the US Department of Education Summit in 2019. The team will present at the NAESP National Conference in Louisville, KY, in July 2022. Both presentations work toward the IPLI vision of becoming a nationally-recognized professional development opportunity for school principals, which Dr. Roos continues to promote.

As a published author, she contributes to IPLI by speaking each January to the Year 1 cohort on *The Deliberate and Courageous Principal*, her first-authored publication by Solution Tree. Now, Dr. Rhonda Roos of Rhonda Roos Consulting is a sought-after consultant for school districts all over the Midwest. She states, “I absolutely love working with principals to listen to their needs and help them in any way my own experience will allow.” As a regular consultant and speaker, Dr. Roos continues her service with IPLI and INALI.

Mentor Highlight

Mentor of Mentors: Leadership Specialist



Emily Tracy participated in IPLI as a principal in 2017. This experience for her spurred an inner hunger to look at her personal leadership capacity as she discovered she struggled to focus on her leadership apart from the school. She knew she wanted something more significant and noticed her blindspots which became the focus of her action research. This sparked a passion for doing more and moved her to apply to become a mentor for Cohort 7. Serving in this capacity through a pandemic, her work with the principals she mentored put her on the path to discovery with the Process Communication Model.

Emily explored this theory and framework and became a certified trainer in 2019. She trained her teachers to reflect upon their leadership in the classroom, with their colleagues, and in their personal lives. She states, “it changed the way we approached our interactions with one another, how we approached meetings, and even the way teachers designed their instructional delivery and classroom environments for students.”

When the IPLI Leadership Team began to explore ways to support the Year 1 Leadership Capacity, the Process Communication Model, among other models, was investigated and soon adopted to start with Cohort 9. Knowing of Emily’s knowledge and certification, she was recruited to support the mentors to learn more about PCM and begin incorporating it into the foundation of action research in building leadership capacity. As a Leadership

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Specialist for Cohort 9 mentors, Emily has supported mentors and principal participants in guiding, coaching, and inspiring through this lens. Participating in regional cohort meetings, she has personally connected with individuals alongside mentors to uncover strengths and blindspots, leading to incredible action research.

As Cohort 9 is embarking upon Year 2, they are truly prepared to focus not only on school improvement but with a perspective that is as powerful and insightful as it was for Emily, she realized that she couldn't improve her school, culture or outcomes until she learned to look at her leadership capacity. IPLI's mission encapsulates this concept, and Emily's leadership support as we weave this into the first-year curriculum has been impactful.

Emily says, "we now have the opportunity to offer a tool to help entire groups of mentors and the many principals across the whole state to discover their strengths, preferences, leadership talents and potential blindspots leading to distress. We now have the opportunity to maximize the personal potential that will lead to school improvement.

Emily is now serving as the Superintendent at Brown County Schools in Nashville, IN. She is implementing this model with her leadership team, teachers, and students. She wants to train all staff through the lens of process communication for students and each other. And, Emily will continue to support IPLI as a Leadership Specialist embarking once again with Cohort 10 beginning this summer.

IPLI Extended

IPLI Extended is a formal, year-long, intensive professional development program for IPLI graduates. Extended allows participants to dig deeper into topics covered during the IPLI experience. In addition to three-day-long seminars, graduates meet in regional focus cohorts throughout the state (August, October, and February). Topics vary from year to year so that graduates can enroll in Extended multiple times. When appropriate, IPLI Extended participants are encouraged to bring teacher-leaders with them to the seminars.

The theme for 2022 – 2023 is "Leadership Through Times of Change"



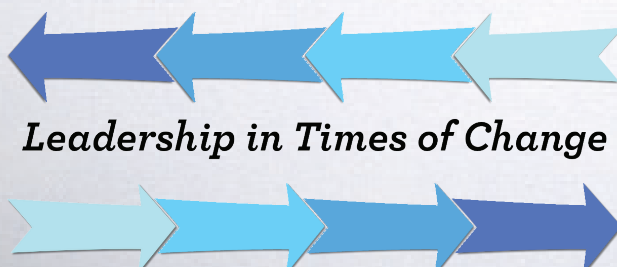
IPLI Extended Cohort 4 will kick off with a one-day seminar at the IPLI Summer Seminar on Wednesday, July 13, 2022, featuring keynote speaker Rick Wormeli.



On Thursday, September 22, 2022, Douglas E. Noll, J.D., M.A. is a full-time peacemaker and mediator, specializing in difficult, complex, and intractable conflicts.



On Thursday, January 26, 2023, Mike Ruyle, Ed. D., has served as a classroom teacher, school principal, university professor, and professional development presenter over a 30-year career. He will share research on personal wellness and resiliency.



IPLI graduates can apply online at Indianapli.org

INALI



Recognizing the need for support and professional development for new school administrators, in 2014, IPLI, the Indiana Association of School Principals (IASP), and the Indiana Association of Public School Superintendents (IAPSS) partnered to create the Indiana New Administrator Leadership Institute (INALI).

Modeled after IPLI, INALI is funded through corporation contributions, grants, and IASP support. Since its inception, over 560 new administrators have received the knowledge, skills, and mentoring they need to be successful leaders. In July, INALI will begin its ninth cohort.

This summer, INALI will welcome over 80 new administrators to Cohort 9. Together, INALI, IPLI, and IPLI Extended provide an aligned system of support for school administrators to lead highly effective schools.

INALI BENEFITS OF PARTICIPATION

Participation in INALI includes the following benefits:

- o Two years of membership in IASP;
- o Two years of state conference attendance;
- o Two years of professional development seminars in Indianapolis (July, September, & February);
- o Two years of mentoring by a retired or practicing administrator;
- o Two years of regional cohort meetings with a mentor and regional group;
- o One-on-one school visits by a mentor (fall and spring of each year);
- o 45 PGP points for each year of participation. Completion of INALI fulfills IMAP requirements.

“INALI provided me with the opportunity to meet and collaborate with a group of people experiencing many of the same situations and challenges as I was as a new administrator. Being able to share ideas, listen to different perspectives, and receive feedback from other administrators was invaluable. I have reached out to members of my regional cohort group multiple times outside of our regularly scheduled meetings, as I now have a group of people outside of my district that I feel comfortable sharing with and learning from. I am certain that even though our two year INALI program is ending, we will continue to communicate with and support one another!”

ALYSSA MOSER

*Assistant Principal, Bluffton Harrison Elementary School,
INALI Cohort #7*

“INALI placed me with an experienced mentor and a trusted team of fellow administrators. It also instantly connected me to accomplished educators who shared stories and solutions to move me toward my own answers. My notes serve as a “cheat sheet” to best practices that I know have worked in other schools. After every session and meeting, I took resources and ideas back to my building that I could implement immediately. I also felt renewed with courage and patience to serve my students.”

TONA GARDNER

Associate Principal, South Putnam Middle and High School, INALI Cohort #7

Summer Seminar

IPLI is pleased to announce keynote speakers for its annual Summer Seminar to be held July 12-14, 2022, on the campus of Indiana State University in Terre Haute.

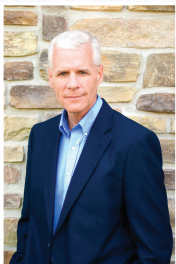
Tuesday, July 12 - Cohort #10

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.



IPLI Leadership Team for Dr. Nancy Fichtman Dana: Dr. Nancy Dana is the catalyst for action research as the foundation of IPLI. This will be the first year she cannot be with us; however, she has trained the IPLI Leadership Team well and has included them in her presentations in recent years. Dr. Dana's teaching has impacted us, and her endorsement of the IPLI Leadership Team to present in her place shares tremendous confidence in the work that has been provided to IPLI over the years.

Wednesday, July 13 - Cohort #10, Cohort #9, Extended Cohort #4

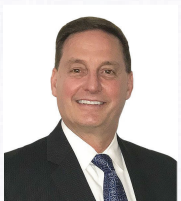


Rick Wormeli: Rick is one of the first Nationally Board Certified teachers in America. His instructional practice includes 39 years of teaching math, science, English, physical education, health, history, and coaching teachers and principals. Rick is a well-known national and international speaker and consultant who brings innovation, energy, validity, and high standards to his presentations. He is an author, and his work has been reported in numerous media.

Dr. Adam Drummond: Adam is an Associate Partner with the International Center for Leadership in Education. He has been a teacher, district professional, learning coordinator, university adjunct professor, and principal. He has spent 15 years building and sharing expertise in literacy, leadership development, and systemic planning with schools and districts. A published author, Adam, shares The Instructional Change Agent all over the United States.



Thursday, July 14 - Cohort #9



Dr. Mark Roberts: Mark A. Roberts, Ed. D., is the principal at Hall High School in Little Rock, Arkansas. He has more than 30 years of experience as a principal at middle and high schools. Through Dr. Roberts's expertise in creating building-level systems, focusing on high-level relationships, curriculum and classroom instruction, data analysis, professional learning communities, and the High Reliability Schools™ (HRS) framework, each of his seven schools has successfully increased student achievement."



Indiana Principal Leadership Institute

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