



Spring 2017 Newsletter

Upcoming IPLI Events

- March Regional Focus-Cohort Meetings
- Cohort #5 Applications Due March 15, 2017
- Cohort #5 Announced March 31, 2017
- Cohort #3 Graduation April 10, 2017
- Cohort #4 Seminar April 11, 2017
- May/June Regional Focus-Cohort Meetings

Upcoming INALI Events

- Cohort #4 Applications Being Accepted
- Cohort #4 Seminar July 17-18, 2017
- March/April/May/June Regional Meetings

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Cohort #3 to Graduate



Dr. Anthony Muhammad

On April 10, 2017, 53 Cohort #3 principals and 11 mentors will be honored during an afternoon ceremony celebrating their two-year IPLI journey.

The day will begin with Dr. Anthony Muhammad from Solution Tree addressing principals and teachers about next steps in transforming their schools. School teams will present the results of their action research projects during the Showcase of Schools starting at 11:15 a.m.

Organized in a conference-style format, the Showcase allows teams to also hear the results of the research conducted in other schools and learn from those experiences.

A celebration of learning will begin at 1:35 p.m. and will include recognition of the teacher-leaders participating with their principals this past year. The graduation ceremony will begin at 2:15 p.m.

Indiana Superintendent of Public Instruction Dr. Jennifer McCormick will be the graduation speaker. Principals' superintendents have also been invited to attend the seminar and share in this day of learning and celebrating.



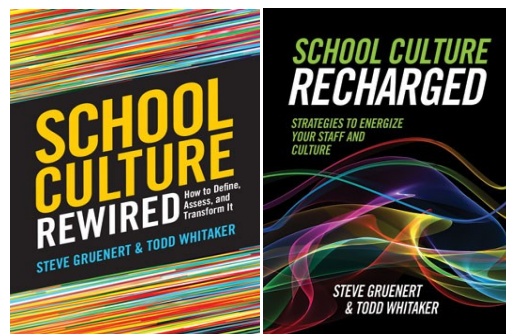
Dr. Jennifer McCormick

**Deadline to apply for IPLI
Cohort #5 is March 15. More
info on page 6.**

Cohort #4 April Seminar

On April 11, 2017, Dr. Nancy Dana will join Cohort #4 principals and mentors for the annual IPLI Action Research Showcase. During the Showcase, principals will share the results of their year one action research projects, which focused on increasing their personal leadership capacities. Using a conference-style format, principals will have an opportunity to learn from each other and engage in discussions about developing their leadership skills.

In the afternoon, Dr. Steve Gruenert, ISU Department of Educational Leadership Chairperson and co-author of *School Culture Rewired* and *School Culture Recharged*, will lead principals through a series of activities and discussions centered on understanding the results of their school culture survey data. Dr. Gruenert will also share insights into understanding school culture and using culture to improve schools. This session will conclude with an activity to assist principals in the selection of two teacher-leaders to attend year two of IPLI with them. These leadership teams will engage in a year-long study of their schools and development of action research projects focused on increasing the learning capacities of their schools.



IPLI in Virginia

IPLI Cohort #2 Graduate Sandra Wood, IPLI Cohort #2 and #4 Mentor Dr. Bobbie Jo Monahan, and IPLI Design Team Member Dr. Terry McDaniel shared information about the research being conducted by IPLI principals and teams at the 40th Annual Conference of the Eastern Education Research Association, in Richmond, VA, February 22-25, 2017. In their presentation - *Creating a Mindset for Action Research: Living Action Research thru the Indiana Principal Leadership Institute*, Sandra shared her personal IPLI journey and how the action research process continues to impact her leadership and school.



IPLI Cohort #2 Graduate Sandra Wood presents at the 40th Annual Conference of the Eastern Education Research Association.



Ideas to Ponder

Schools as Healers - Spring Break Challenge

By Linda Marrs-Morford, IPLI Director

I recently wrote a blog for our IPLI website titled *Schools as Healers* (www.indianapli.org/schools-as-healers). In that blog, I challenged schools to take the lead in reuniting our divided communities and country. I've had a great response to that blog, but some have asked me for additional examples of what schools can do.

With spring break just around the corner, I thought it was appropriate to come up with a challenge for our students and staff for this week. I'm calling this the "Spring Break Challenge," and it builds on the National Random Acts of Kindness Week that occurred on February 12-18 (www.randomactsofkindness.org).

The challenge is pretty simple. During spring break, students and staff commit to doing at least one random act of kindness wherever they might be. Here are some examples:

- Pay it forward: Buy a drink or meal for the next person in line at a fast food restaurant
- Open the door for someone
- Tip a street performer
- Buy a gift card for food for a homeless person
- Volunteer to work at a food pantry or local charity
- Volunteer to read at a local pre-school or retirement home
- If you see a military person, stop and thank him/her for his/her service. Better yet, buy him/her a drink or a meal
- If musically inclined, volunteer to provide music during dinner at a retirement home
- Let someone go before you in line
- Clean out the closets and donate unused clothing and household items to a charity
- Donate unused books to a library or school
- Do something kind for a neighbor or someone you know who is struggling (take out the trash, walk the dog, clean out flower beds, help with groceries, etc.)
- Pick up trash when you see it
- Organize a clean-up project for your community
- Write a thank you note to someone who has inspired you or makes your life easier
- Send a card or note to a sick child or his/her sibling - www.sendkidstheworld.com;
www.cardsforhospitalizedkids.com



There are lots of ideas out there, and a quick Google search will help you expand this list. Challenge your staff and students to add to the list. Schools may wish to record these acts electronically and share them in some way when school resumes. The goal is for everyone in the school community to do one act of kindness during spring break, for it is through these small acts that we start to reunite.

2017 IPLI Summer Seminar

IPLI is pleased to announce keynote speakers for its annual IPLI Summer Seminar to be held July 11-13, 2017, on the campus of Indiana State University in Terre Haute.

Tuesday, July 11, 2017

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 12, 2017

Dr. Pedro Noguera: Pedro is a Distinguished Professor of Education in the Graduate School of Education and Information Sciences at UCLA, Director of the Center for the Study of School Transformation, and coauthor of *Excellence Through Equity: Five Principles of Courageous Leadership to Guide Achievement for Every Student*.



Dr. Pedro Noguera

Thursday, July 13, 2017

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*.

Congratulations Kelly Wittman



Kelly Wittman

Congratulations to former IPLI Mentor Kelly Wittman!

Kelly was a mentor for Cohort #1. Back home again in Indiana after serving as principal at Max S. Hayes High School in Cleveland, Ohio, Kelly was recently named Chief Academic Officer for the Indiana Department of Education. IPLI is happy to have her back in Indiana and part of the leadership team at the DOE. Congrats Kelly!



Visit us on the web at
www.indianapli.org



Schools In The News

IPLI School Team Develops Vocabulary Program

Cohort #3 Principal Kyle Stout and his two teacher-leaders, Lisa Race and Janell Shanahan, from Charles L. Smith Elementary in Martinsville were blown away by Dr. Phil Warrick's discussion about the need for a comprehensive vocabulary program at the January 21, 2017, IPLI Seminar.

According to Principal Stout, "We discussed this at nearly all of the breaks throughout the day and then again on the entire ride home together. When we got back to school, we started to brainstorm about simple ways we could incorporate some basic,

This is another great example of an idea from IPLI to make my school better for student achievement and overall success!

Principal Kyle Stout



IPLI Principal, Kyle Stout and his two teacher-leaders create a vocabulary program at Smith Elementary.

meaningful vocabulary words that students could immediately benefit from seeing and hearing. We looked back to some of the handouts and thought 'Larry Bell's 12 Powerful Vocabulary Words' was a great place to start. We are blessed to have a phenomenal art teacher (Mrs. Chapin Schnick) who creates and designs things such as this in her sleep! Within a few days, she was able to design and print three sets of these twelve important school vocabulary terms. We immediately placed them at all of our drinking fountains around the building. They are colorful, bright, and definitive. It has been very enjoyable to hear our students,

especially kindergarten students, discuss words such as 'formulate,' 'trace,' 'analyze,' etc. outside the classrooms."

Stout went on to say, "We are also looking at grade-level standards and vocabulary that we need to start addressing each year. Kindergarten teachers are going through standards and looking for twenty important words found in the math standards. When they are finished, they will send the Google doc to the first-grade teachers. We are focusing on math right now, but we will also address language arts in the near future. We will continue until all grade-level teachers have input as to what we are expecting and reinforcing each year for vocabulary mastery."

January IPLI Seminar Highlights

Mother Nature cooperated, and IPLI had two very successful seminars in January. On Monday, January 26, Dr. Phil Warrick from Marzano Research helped Cohort #3 teams make sense of their High Reliability Schools™ Level III data and provided strategies, tips, and next steps for ensuring a guaranteed and viable curriculum in their schools. Warrick began the day by reminding principals, “The highest duty of leadership is to create the conditions in which others can be successful.” One of those conditions is ensuring schools have a “doable” curriculum by developing “power standards” – “If teachers try and teach every standard, they end up teaching very little.”

On Tuesday, Dr. Jim Knight from the University of Kansas Center for Research and Learning presented *Unmistakable Impact: A Partnership Approach for Dramatically Improving Instruction* to Cohort #4. Approximately 150 IPLI graduates and guests joined Cohort #4 principals and mentors to learn more about how to work with teachers to improve their practice. Knight started off the morning by reminding us, “Our schools are only as good as the conversations within them.” He identified five things to keep in mind as an instructional leader/coach:

1. People often do not have a clear picture of what they do, so the first step towards improving one's practice is to develop that clear picture. Knight suggested having teachers begin videotaping their lessons for their own review.
2. An individual's identity is wrapped up in his/her work. When you attack his/her work, you attack his/her identity.
3. Teachers are “knowledge workers,” and they want to be a part of the thinking. By including them, they will embrace the plan and take ownership. “An instructional coach's goal is to meet teachers where they currently are in their practice and offer choices for learning.”
4. If people perceive us as putting ourselves as “one-up,” they will resist. “Partnership involves relationships between equals.”
5. The key to motivating individuals, especially teachers, is tapping into their need to make a difference.



Dr. Jim Knight was the keynote speaker for the Cohort #4 seminar in January.

It was a great day of learning for all!

Apply to IPLI Cohort #5

Applications are now being accepted for IPLI Cohort #5. Information about the two-year program and how to apply are available at www.indianapli.org.

Deadline to apply is March 15, 2017

Indiana New Administrator Leadership Institute

INALI Graduates Second Cohort

On Tuesday, February 7, 2017, INALI graduated its second cohort of new administrators. Fifty-two deans, assistant principals, and principals with their mentors were recognized during an afternoon ceremony which featured speaker Bob Ash from Life Lessons – *Servant Leadership from the Heart*.

Cohort #3 joined Cohort #2 for the seminar day which also included Dr. Rhonda Roos, former Director of Middle Schools in the New Albany-Floyd County School Corporation. Rhonda worked with participants to help them understand the need for administrators to be systems thinkers. In the afternoon, Dr. Kent DeKoninck, Superintendent, Greenwood Community Schools, shared practical strategies and tips for hiring and orienting quality staff.

Congratulations to INALI Cohort #2!!!



INALI Cohort #2 graduated 52 deans, assistant principals, and principals during the February seminar.

Want to be a part of INALI?

Registration information for INALI Cohort #4 can be found at
<http://www.iasp.org/conferencesworkshops/new-administrators-conference/>.