



Summer 2018 Newsletter

Upcoming IPLI Events

- July 10-11, 2018
Cohort 6 Seminar
- July 11-12, 2018
Cohort 5 Seminar
- September 25, 2018
Cohort 5 Seminar
- September 26, 2018
Cohort 6 Seminar
- November 19, 2018
Cohort 5 & 6
Seminar at IASP

Upcoming INALI Events

- July 16, 2018
Cohort 4 Seminar
- July 18-19, 2018
New Administrator
Workshop
- September 17, 2018
Seminar
- February 5, 2019

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Summertime at IPLI

It's summertime at IPLI, and Lori and I are busy with preparations for the IPLI Summer Seminar. IPLI Cohort 6 consisting of 50 principals and 12 mentors will begin their two-year journey on Tuesday, July 10. On Wednesday, July 11, Cohort 5 principals and mentors will join Cohort 6 along with over 100 teacher-leaders selected by their principals to join them during year two. For more information about the Summer Seminar, see page 6.

June is also a time for reflection at IPLI. This past year has been incredible, and the last two seminars in April were evidence of this. On Monday, April 9, 2018, Cohort 4 principals, teacher-leaders, and mentors participated in their last IPLI seminar. School teams shared their action research projects during the Showcase of Schools. Mentors Mike Pinto, Jane Rogers, and John Pearl led participants in a visioning activity to ensure teams had plans in place for the next three-to-five years. The day culminated with the IPLI graduation Ceremony. Indiana State University's President Deborah Curtis was the keynote speaker for the event. See page 2 for additional information.

Cohort 5 shared their action research projects at the Tuesday, April 10 seminar. Dr. Steve Gruenert was the afternoon keynote. Page 3 has additional details and takeaways from this seminar.

This edition also features the Cole Professional Academy (page 4) and includes an activity to engage your office staff in reflective conversation (page 5). Enjoy the newsletter, and have a great summer!



ISU President Deborah Curtis presented the keynote address at the IPLI Cohort 4 graduation.



IPLI Cohort 4 graduated 62 principals at the April 9, 2018, celebration.

Congratulations Cohort 4

On Monday, April 9, 2018, Cohort 4 completed their last IPLI seminar. During the morning, school teams shared their action research projects in a conference-style format during the Showcase of Schools. Principals and teacher-leaders were able to attend seven other presentations, and many great ideas were shared during the Showcase.

After lunch, IPLI Mentors Mike Pinto, Jane Rogers, and Mike Pearl led participants through a visioning activity that resulted in the development of a personal and school plan of action for the next few years.



Cohort 4 principals and teachers watch a presentation during the April 9, 2018, Action Research Showcase of Schools.

The day concluded with the Cohort 4 graduation ceremony. Indiana State University President Deborah Curtis thanked principals and teachers for their service to the children of Indiana. President Curtis emphasized the impact of teachers and school leaders during her graduation address and encouraged educators to continue the excellent work they have begun through IPLI. Susan Miles from the Riley Children's Foundation then presented the cohort with a Riley Red Wagon license plate. Anonymous donors contributed to the foundation in honor of Cohort 4.

Principals and mentors were recognized, and the program ended with a video featuring Cohort 4 principals. Congratulations Cohort 4 and thanks to all the superintendents joining us for the day!

2018 Showcase of Schools Topics

Teams' Action Research Topics	Percentage
Creating an Instructional Model	40%
Building a Positive Collaborative Culture	16%
Implementing Instructional Rounds	12%
Developing PLCs	12%
Improving Classroom Instruction	12%
Improving Communication	6%
Providing Effective Professional Development	3%



Cohort 5 April Seminar

On Tuesday, April 10, 2018, 58 Cohort 5 principals shared their personal action research projects during the IPLI Action Research Showcase. Organized in a conference-style format, principals had the opportunity to hear multiple presentations and engage in meaningful conversations centered on leadership development.

After the Showcase, principals were challenged to continue their action research by Dr. Nancy Dana during the Celebration of Learning. Principals engaged in a visioning activity that helped them develop their leadership plan for the next few years.

Dr. Steve Gruenert was the afternoon speaker – *School Culture Rewired*.

Dr. Gruenert shared the connection between culture and student achievement and explained the differences between “culture” and “climate.” Principals received their individual results of the *School Culture Survey* administered to faculty and staff last May before principals began the program. Our IPLI mentors and Dr. Gruenert assisted principals with the analysis of their data identifying areas of strength and areas for potential growth. Dr. Gruenert helped principals identify “easy wins” in terms of improving school culture and provided some “culture busting” strategies.

2018 Action Research Showcase

Topic	Percentage
Management	31%
Instructional Leadership	28%
Communication	14%
School Culture	12%
Collaboration	7%
Self-improvement	5%
Engaging Parents/Community	3%

Cohort 5 will begin year two of IPLI on July 11, 2018. In year two, each principal will be accompanied by two teacher-leaders at the IPLI seminars. School teams will study their schools and engage in action research focused on increasing the learning capacities of their schools.



Diamond Robinson, Southwick Elementary School in Fort Wayne, and Aimee Lunsford, Flint Springs Elementary School in Huntington, present during the Cohort 5 Action Research Showcase on April 10, 2018.

Schools In The News

Cole Professional Academy



Over a series of years and conversations with local business leaders and parents, the staff of Cole Elementary School in Lafayette decided to implement a professional academy that addressed the soft skills needed by students to succeed in life. One industry leader felt that students were graduating with the academics, but not the soft skills: "If a person could show up every day and stay all day, show up on time, be willing to work hard and with others, be willing to learn and grow, and pass a drug screening test, not only would the person have a job in this community, he/she would have opportunities to quickly rise through the ranks of any local company."

Utilizing the book *How to Raise an Adult* by Julie Lythcott-Haims as a staff book study and inspiration for expectations, the Cole teaching staff, community, and PTO all rallied behind teaching soft skills because they understood standardized tests do not measure these professional skills. Based on feedback from parents, business leaders, and community, these skills greatly matter and in many cases, more than a data point. Working together, the staff created the academy and found funding for the project. Together, they created the Cole Professional Academy.



Students at Cole Elementary School learn table manners at the Cole Professional Academy.

All fifth graders are enrolled in the Academy and receive a white collared shirt to emphasize professional dress. Once a month, students participate in Academy Afternoons – professional meetings with agendas, protocols, and reminders that include guest speakers, collaboration with other students on special projects, and the sharing of new information. A *Cole Professional Academy Booklet* is given to each student for note taking and document collection. Students can earn badges each month and must pass a Test of Basic Skills in order to earn the distinction as a "Cole Professional." Staff members serve as mentors to encourage and support these fifth graders.

The staff's original goal during this first year was for 60% of the fifth graders to earn the "Cole Professional" status. At the Cole Professional Celebration in April, 83% earned this high honor. Reaction from the community and local business leaders has been overwhelmingly positive. According to Cole Principal Mike Pinto, "We are proud of this grass-roots effort to intentionally teach skills not measured on a standardized assessment, but in many ways, so very important."

Cole Academy Monthly Focuses

- ♦ **Professional Dress:** What does it mean to be professional and dress professionally? Establish mentoring relationships.
- ♦ **Manners:** Table manners; being a lady/gentleman; email etiquette.
- ♦ **Etiquette:** General, funeral, museum, and movie; interviewing; thank you notes.
- ♦ **Personal Responsibility:** Drugs, Internet, 911, law enforcement, and military conversations.
- ♦ **Service to Others:** "Pass it Forward," social media commenting, and volunteerism.
- ♦ **Personal Integrity:** Job applications, references, sportsmanship, plagiarism.
- ♦ **Money:** Bank account, helping at home, morning routine, tipping.



Ideas to Ponder

Working with Office Staff

Welcome to summer! It's a time when most principals have an opportunity to stop and breathe for a short while before it all begins again in a few weeks. If you are like most principals, it is also a time to reflect on the past year and plan for the upcoming school year.

One area that is not often addressed in this reflection is the effectiveness of the building's office. During the summer, it is often just the administration and administrative assistants in the office. Use this opportunity to engage your office staff in a conversation about the effectiveness and efficiency of the office. Here are some possible questions for reflection:



- ◆ What message do we communicate to individuals we encounter during our various interactions (email, phone, office visit, etc.)? Do we have a common greeting we use? Do we make individuals feel welcomed, or do we send a message that they are just an interruption? As the "front liners" (the first persons to interact with individuals) in many schools, office staff set the tone for the school. First impressions about the school are often established through these initial conversations.
- ◆ Do we meet weekly to touch base, review upcoming deadlines and events, and discuss specific issues related to the school?
- ◆ Are roles and responsibilities clearly delineated? Are job descriptions in place?
- ◆ Are protocols and administrative checklists in place to assist office staff with the day-to-day operations of the school? Would individuals be able to take over other office responsibilities if another staff member had an emergency and could not return to work for several weeks?
- ◆ Are office staff members well versed in emergency protocols? In addition to everything covered in the school's emergency plan, do they know what to do when an angry individual enters the office?
- ◆ What is the expectation for handling discipline incidents when the administration is not in the office? What is the staff expected to do when a teacher sends a student to the office? What should a staff member do when students have been fighting and are brought to the office and the administration is out of the building?
- ◆ Has the administration set clear expectations in terms of when to interrupt a meeting or phone call, or clarified what constitutes an "emergency?" Does the office staff know how to find administration? Do assistants know what to do when a conversation in an administrator's office escalates?
- ◆ What are the professional development needs of the staff?
- ◆ What are the technological needs of the staff?

The list could go on and on, but these are just a few to help you get started. If you would like to add to the list or share any resources you and your team have developed to make the office more effective and/or efficient, please send them to me (linda.marrs-morford@indstate.edu) to share with our readers. Have a great summer!

2018 IPLI Summer Seminar

IPLI is pleased to announce keynote speakers for its annual IPLI Summer Seminar to be held July 10-12, 2018, on the campus of Indiana State University in Terre Haute.

Tuesday, July 10 - Welcome Cohort 6 Principals & Mentors

Kristin Anderson is currently the Senior Director of Global Consulting and Evaluation at Corwin Press. She has studied *Visible Learning* and the *Science of How We Learn* research under John Hattie and has delivered professional learning on various topics in teaching, learning, and leadership around the world.



Dr. Nancy Dana

Dr. Nancy Fichtman Dana 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*.



Kristin Anderson

Wednesday, July 11 - Welcome Cohort 6 & 5 Principals, Teachers & Mentors

Dr. Michele Borba is an internationally recognized expert and author on children, teens, parenting, bullying, and moral development. She is known for her solution-based strategies to strengthen children's empathy and social-emotional intelligence and character.



Dr. Eric Jensen

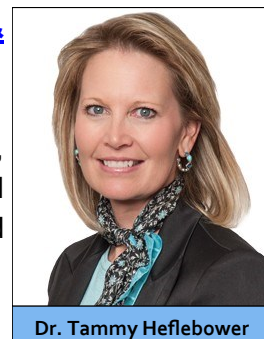
Dr. Eric Jensen is a former teacher and educational leader. For over two decades he has synthesized brain research and developed practical applications for educators. Jensen has authored over 30 books including *Teaching with Poverty in Mind*; *Engaging Students with Poverty in Mind*; and *Poor Students, Richer Teaching*.



Dr. Michele Borba

Thursday, July 12 - Welcome Cohort 5 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*.



Dr. Tammy Heflebower

Welcome Cohort 6 Principals

On Tuesday, July 10, 52 principals and 12 mentors will kick-off their IPLI journey at the IPLI Summer Seminar. Congrats to the newest members of the IPLI family!

- ◆ Tracy Ahlbrand - Lydia Middleton Elementary
- ◆ Holly Arnold - Elberfeld Elementary
- ◆ Angileah Bark - West Vigo Elementary School
- ◆ Donna Biggs - Crichfield Elementary School
- ◆ Tom Black - East Central High School
- ◆ Phil Boone - Southwood Elementary School
- ◆ Richard Brown - Otterbein Elementary School
- ◆ Franklyn Bush - Lawrence Central High School
- ◆ Nancy Campbell - Prosser Career Education Center
- ◆ Michael Chen - Woodlan Elementary
- ◆ Kirsten Clark - Clinton Prairie Jr. Sr. High School
- ◆ Jennifer Coyle - Meredith Nicholson Elementary
- ◆ Katy Eastes - New Palestine Elementary
- ◆ Dean Fecher - Success Academy
- ◆ Jody French - Perry Central Jr. Sr. High School
- ◆ Marci Galinowski - Mollie B. Hoover Elementary
- ◆ Chris Gearlds - Decatur Elementary Learning Center Blue Academy
- ◆ Michelle Ginkins - New Albany High School
- ◆ Erica Glenn - Carrie Gosch Early Learning Center
- ◆ Doug Gresham - Castle High School
- ◆ Sarah Gustin - Delphi Community Middle School
- ◆ Ashley Hammond - Fountain Central Jr. Sr. High School
- ◆ Jayme Herbert - Greendale Middle School
- ◆ Jeff Hoog - Lakeside Elementary School
- ◆ James Hough - Triton Central Elementary School
- ◆ Thomas Hughes - Maple Crest STEM Middle School
- ◆ Wendy Ivey - Greenville Elementary
- ◆ Jan Kehrt - Harris Elementary
- ◆ Jerome Lahlou - Forest Glen Elementary School
- ◆ Elizabeth Markward - Crestdale Elementary School
- ◆ Adam McDaniel - Fairview Elementary School
- ◆ Andrew McDaniel - Southwood Jr. Sr. High School
- ◆ Robby Morgan - Wolf Lake Elementary
- ◆ Anna Murphy - New Haven High School
- ◆ Rhonda Myers - Prairie View Elementary
- ◆ Kim Nguyen - Wawasee High School
- ◆ Erin Proskey - Culver Elementary School
- ◆ Haley Ringwald - Ouabache Elementary School
- ◆ Jen Sass - New Prairie High School
- ◆ Karalyn Skinner - Attica Jr. Sr. High School
- ◆ Craig Smith - Center Grove Middle School Central
- ◆ Steve Snodgrass - New Haven Intermediate School
- ◆ Dawn Sonsini - Northeastern Middle School
- ◆ Justin Stok - Charter School of the Dunes
- ◆ Brad Stoneking - Batesville Primary School
- ◆ Jennifer Teare - Brooklyn Elementary
- ◆ Veronica Tobon - Valparaiso High School
- ◆ Chad Whitehead - Huntingburg Elementary School
- ◆ Rob Willman - Floyd Central High School
- ◆ Kelly Wright - Pettit Park Elementary

Cohort 6 Mentors

- ◆ Amy Bertram, Principal - Fairfield Jr. Sr. High School
- ◆ Jack Birmingham, Asst Superintendent - Union Township School Corp.
- ◆ Craig Buckler, Principal - Central Elementary School
- ◆ Angela Harris, Principal - South Vermillion Middle School
- ◆ Rod Hite, Superintendent - Switzerland County
- ◆ Ryan Langferman, Principal - Milan High School
- ◆ Tina Noe, Principal - Danville South Elementary
- ◆ John Pearl, Principal - Battle Ground Elementary
- ◆ Mike Pinto, Principal - James Cole Elementary
- ◆ Lynn Simmers, Asst Superintendent - Southwest Allen County Schools
- ◆ Tim Taylor, Superintendent - Jac-Cen-Del Community School Corp.
- ◆ Shawn Wright-Browner, Director - J. Everett Light Career Center

Mentor Mike Pinto's Summer To-Do List

- ✓ Watch a sunset.
- ✓ Wear sandals. "Sandals are delicious." (Enrique Berne)
- ✓ Read a book, or two, or three.
- ✓ Get your hands dirty - either outside, or with a craft, or with a recipe.
- ✓ Stay away from the phone and have more conversations face-to-face.
- ✓ Hold hands with someone you love or if that's not possible, write a note or FaceTime with them.
- ✓ Try hard not to begin an email correspondence with the word "Hey!"
- ✓ Swim or at least dangle your feet in the water somewhere.
- ✓ Stop long enough to enjoy the pure and simple beauty of lightning bugs.
- ✓ Choose one (or any combination of all) to enjoy: ice cream, elephant ear, corn on the cob, a fresh tomato from the garden or a roadside stand, lemon shakeup, or something hot off the grill.

Indiana New Administrator Leadership Institute

The Indiana New Administrator Leadership Institute (INALI) is designed to help beginning administrators become effective instructional leaders and to more quickly and comfortably assume the responsibilities of building administration.

The INALI program builds upon the annual IASP New Administrator Conference and creates ongoing support through seminars, mentor meetings and communication, and the online, on-demand professional development Ed Leaders Network.

INALI is now accepting registrations for Cohort 6. Participation in INALI includes:

- 2-year professional development program including extensive teacher evaluation training.
- Mentoring by trained, highly qualified mentors.
- Monthly, regional, focus-cohort meetings.
- Summer Indiana Association of School Principals New Administrator Workshop.
- 2 day-long seminars during the 2018-2019 and the 2019-2020 school year.
- Access to resources to support the needs of new administrators and their schools.
- Membership in the Indiana Association of School Principals.
- Registration for either the IASP Assistant Principals Conference or Principals Conference with a special session at each conference for INALI participants.
- Membership in Ed Leaders Network: On-demand professional development to enhance one's educational leadership.
- 45 Professional Growth Plan points for each year of participation or completion of INALI fulfils IMAP requirements.

Register Online at www.iasp.org

**The \$1000 registration fee includes all conference and membership in IASP.
Phone 317.891.9900 for additional information.**

IN MEMORY OF KEEMAN "KIM" LOBSIGER



1952-2018

INALI Mentor Keeman "Kim" W. Lobsiger passed away on Tuesday, March 27, 2018. Kim retired as principal from Garrett High School in 2009 and was named Indiana Principal of the Year in 2009 by IASP. As a mentor for Cohorts 3 and 4 of INALI, he worked with new administrators, assisting them in their professional development as school leaders.