

The mission of the Indiana Principal Leadership Institute is to provide building-level principals with the skills and tools needed to increase their personal leadership capacities, as well as to increase the learning capacities of their schools.

Winter 2020 Newsletter

IPLI Goes to Washington

On November 13-14, 2019, IPLI cohosted the first National Summit on School Leadership with the U.S. Department of Education's Office of Elementary and Secondary Education in Washington D.C. This joint effort between IPLI and the Office of Elementary and Secondary Education focused on four areas:

- Equity and Cultural Responsiveness
- Community of Care and Support for Students
- Professional Community for Teachers and Staff
- Meaningful Engagement of Families and Community



Leadership Team Members: Steve Gruenert, Jane Rogers, David Robertson, Linda Marrs-Morford, Lori Davis, Brian Disney, Rhonda Roos, and Amy Linkel.

Issue Highlights

IDEAS TO PONDER Page 3

Brittany Greene, Mike Pinto, and Adam McDaniel give advice to help principals and their staff.

IPLI SEMINARS Page 5

Check out highlights from the IASP Conference and the IPLI January Seminars.

THANKS & CONGRATS Page 7

A total of eighteen IPLI Mentors and Principals presented at the IASP November Conference in 2019.

SCHOOLS IN THE NEWS Page 10

South Ripley Elementary School recently adopted Milo the Robot. Learn how special education teachers are utilizing this innovative technology.

Our objectives were:

- ♦ Share best practices and examine capacity in leading for equity-based and culturally responsive teaching and learning environments.
- ◆ Engage in a national forum and collaborative community to identify barriers and strategies to support principals in cultivating a community of care and support for students; building a professional community to support ongoing development of teacher and staff expertise, including administrators' instructional skills and understanding of challenges teachers face; and engaging families and communities meaningfully as partners in realizing school goals.
- Build a network of colleagues and mentors for ongoing professional growth and support.

Over 150 school leaders gathered including representatives from IPLI, the U.S. Department of Education, the National Association of Elementary School Principals, the National Association of Secondary School Principals, the Council of Chief State School Officers, and National Blue Ribbon School's Bell Award Winners.





IPLI Goes to Washington (Continued)

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In addition to hearing from excellent school leaders and engaging in meaningful conversations with colleagues, attendees created an action plan designed for immediate implementation.

IPLI Director Linda Marrs-Morford and Dr. Steve Gruenert, ISU's Department of Educational Leadership's IPLI liaison, presented a session sharing how Indiana has created an aligned system of support through the creation of IPLI, IPLI Extended Programs, and INALI. Several state leaders have contacted IPLI for additional

information about the program.



IPLI Leadership Team Member Jane Rogers facilitating a table discussion with Summit participants.



IPLI Leadership Team meeting with Nancy Martinez, Legislative Assistant for Indiana Senator Todd Young.

After the Summit, **IPLI** Leadership Team members visited several Indiana legislators' offices to share information about **IPLI** and the National Summit.



The IPLI Leadership Team posing in front of the Department of Education Building.

Upcoming IPLI Dates

- Cohort 8 Principal Applications Due »March 16, 2020
- Cohort 8 Announced
- »March 31, 2020
- Cohort 7 Seminar »April 13, 2020
- Cohort 6 Seminar (Graduation) »April 14, 2020

- Cohort 8 Mentor Announcement »April 30, 2020
- IPLI Mentor Training »June 11, 2020
- Cohort 8 Summer Seminar »July 14-15, 2020
- Cohort 7 Summer Seminar »July 15-16, 2020





Ideas to Ponder



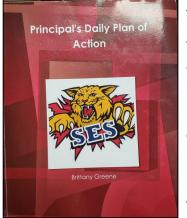
Principal's Playbook

By Brittany Greene, Cohort 7 Mentor & Principal at Spencer Elementary School

As a principal, I've always had a daily logbook to keep track of events and refer back to it if needed, but I was finding a notebook alone to be a little lacking. I needed to find a better way to organize myself. I tried creating documents of "To Do" lists and printed them out daily, but managing all the

loose paper wasn't working for me either. I wanted a book with all the

things I needed in it.



This year I was able to create such a book with <u>Lulu.com</u>. This website allowed me to create a layout in a Word document and then upload and publish it. I was able to customize the cover, binding, and layout.

I created my daily action plan book to work for my specific needs. I created one 8.5" x 11" page for every day of the school year. It is large, but it works for me.

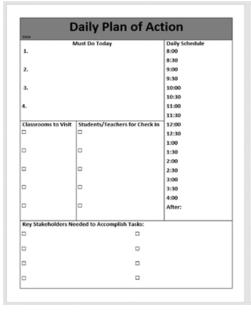
I can plan for future tasks by flipping ahead in the book and writing those tasks on the appropriate "To Do" list. It also allows me to jot down reminders to myself on future dates. I keep a Google Calendar as well,

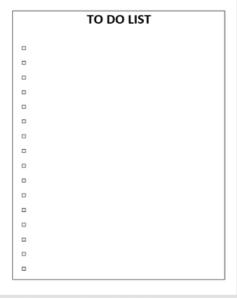
but for me, the act of writing down my tasks and being able to think through projects has helped me stay more organized.

At the end of every day, before I close my computer and pack up to go home, I write in my book for the next day. I may carry tasks over from the day before or add new tasks based on what needs

completing. It's nice to walk into mγ office the next morning with fresh а perspective, open my book to the date, and see the day's plan.

This year, I have found there are specific customizations I haven't used that I thought I would, so I've already planned on how I might adjust next vear's lavout to make it work even better for me. I love the flexibility of creating a daily action plan book that works for me and my individual needs as an administrator.







Ideas to Ponder (Continued)

"Hug" Cards

By Mike Pinto, Cohort 6 Mentor, IPLI Leadership Team, & Principal at James Cole Elementary

As a principal, there are times when you know that a staff member at your school just needs a hug. It is also wonderful when times are stressful to know that someone else is in your corner and is pulling for you. As a fan of handwritten notes, I wanted a fast way to say to someone in need, "I'm thinking of you." One approach I have adopted is a "Hug" card. This card was created by me by an on-line business card company. It simply is a black background with the word "Hug" in the middle. Around the outside edge are little inspirations like "Smile," "Breathe," "You've Got This," and "Just Because." I jot a quick note and hand it off to someone who I know is carrying a burden. It's a simple way to show you care and for a staff member to know he or she is not alone. As a principal, it is an easy and quick way to show you care. An added benefit of the written "Hug" is that it can be saved and read and reread in the future. Share some hugs!



"Hive It!"

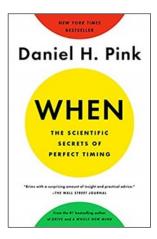


IPLI Cohort 6 Principal Adam McDaniel from New Castle Middle School shared one of his problem-solving techniques at his recent regional focus cohort meeting- "Hive It!" When you have a problem you can't solve, bring it back to the "hive" (your staff) and get input.

IPLI Cohort 6 Graduation With Keynote Speaker Dr. Tony Sinanis Tuesday, April 14, 2020 Superintendents of Cohort 6 are invited to attend. Additional information including time and location will be emailed in March.



IPLI Seminars



IPLI held its November Seminar in conjunction with the annual Indiana Association of School Principals (IASP) Fall Professionals Conference, November 24-26, 2019, at the Indianapolis JW Marriott. On Sunday, attendees selected from one of four Power Sessions to attend including one by IPLI's own Mentor and Leadership Team Member, Mike Pinto - #Branding Your School.

Daniel Pink, author of *When: The Scientific Secrets of Perfect Timing* was the Monday morning keynote. Pink's central argument was that educators pay too little attention to "when" compared with the attention they lavish on "what," "who," and "how," and he challenged educators with examples of research that we continue to ignore. For example, Pink talked about how our bodies run on a

cycle. Kids are mostly "larks." They flourish in the morning. When they become teens, this changes. They become "night owls." Even though pediatricians recommend starting school no earlier than 8:30 a.m. for teenagers, most schools start much earlier. He also shared the value of regular breaks throughout the day citing research showing that taking a test after a 20-30 minute break produces scores that are equivalent to spending three additional weeks at school per year and having wealthier and better-educated parents. Pink's research also applies to the adults in the building. We all need regular breaks and maybe even a little nap. Learn how to take the perfect nap – The Nappuccino, at https://www.danpink.com/resource/heleo-how-to-take-the-perfect-

nap-according-to-science/.

IPLI principals and mentors met during the lunch break to review their action inquiry plans and identify next steps in the process. In addition, participants were able to select from 49 concurrent sessions to attend, which included several sessions featuring IPLI principals and mentors. Attorney Dave Emmert provided Legal Updates. On Tuesday, Jennifer McCormick shared information from the DOE. Buddy Berry presented *How to Set*

Your School on F.I.R.E.! to close out the conference. It was three great days of learning for all our participants!



Phil Warrick working with school teams at January Seminar.



Seminar.

Mother Nature cooperated this year, and our January seminars were very successful. Dr. Phil Warrick from Marzano Research was the keynote for the January 28 seminar. Phil led Cohort 6 through Level 3 of the High Reliability Schools™ Framework – A Guaranteed and Viable Curriculum. In addition to providing step-by-step directions and examples for identifying priority standards, Phil emphasized the importance of developing a comprehensive vocabulary program.

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IPLI Seminars (Continued)

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Dave Nagal working with School teams during the January Seminar.

On Wednesday, January 29, Michelle Harris from Jim Knight's Instructional Coaching Group presented *The Beliefs & Habits That Can Help Anyone Dramatically Improve as a Communicator* during the morning session. Michelle urged principals to begin examining their own beliefs and habits about how they interact with others in order to improve how they communicate.

Dr. Steve Gruenert finished the day by leading Cohort 7 principals through a series of steps to help them identify teacher-leaders in their schools. Identifying those teachers who are "respected" and "connected" is critical

in the development of an effective leadership team. These are the teachers principals bring for year two.

IPLI Extended participants finished their year on Thursday, January 30 with Dave Nagel from Hattie's Visible Learning group. Dave focused on helping participants understand how to build collective teacher efficacy, which Hattie has shown to have the greatest impact on student achievement. Dave explained how teacher credibility and efficacy are the foundation of strong and impactful collaboration,

and identified three conditions that promote collective teacher efficacy – positive interdependence, application of new knowledge leading to mastery learning experiences, and fine-grained discourse around student learning.

Thanks to our IPLI Extended school





Brian Disney, for helping us kick off the first cohort!

Characteristics of Milan Learners

- I seek opportunities to challenge myself.
- 2. I ask questions and seek feedback.
 - 3. I am comfortable taking risks.
 - 4. If I have an error, I see it as an opportunity for growth.
 - 5. I self-assess and take action.



IPLI Extended in Action

After attending IPLI Extended and hearing from Dave Nagel about students owning their learning, Milan principals Pat McCann and Cinda Ahlrich led the initiative to identify characteristics of learners in their schools. Posters were created and displayed in all classrooms to serve as a daily focal point for students and teachers.





ABOVE: Brent Bokhart & Tom Stoner presenting Professional Growth Goals.

BELOW: Mike Pinto presenting #Branding Your School.



A special "Thank You" to these IPLI members for presenting at the IASP **Assistant Principals Conference & Fall Professionals Conference:**

- Jack Birmingham
- **Brent Bokhart**
- Lori Boyland
- Celina Clements
- Chris Gearlds
- Angela Girgis
- Sarah Gustin
- Amanda Landrum Rob Willman
- Aimee Lunsford

- Melody Meyer
- Mike Pinto
- Tim Pletcher
- David Robertson
- Amy Sander
- Tom Stoner
- Ben Williams
- Sandra Wood



Congratulations to IPLI Principals

INDIANA'S DISTRICT PRINCIPALS OF THE YEAR

Elementary:

- Brooke Wessel-Burke, District 7, Acton Elementary (Cohort 4)
- Krista Nelson, District 9, Center Grove Elementary (Cohort 4 & Cohort 7 Mentor)
- Amy Linkel, District 10, South Ripley Elementary (Cohort 3 & Mentor for Cohorts 5 & 7)

Middle School:

- Jeffery Brooks, District 1, Hebron Middle School (Cohort 4)
- Matt Clifford, District 10, Greensburg Junior High (Cohort 3)

High School

- Alissa Schnick, District 2, Westville High School (Cohort 7)
- Steve Samuel, District 7, Ben Davis 9th Grade Center (Cohort 2)
- Jason Chew, District 8, North Putnam High School (Cohort 1)
- Ric Manns, District 12, Scottsburg High School (Cohort 2)

Matt Clifford (right) with **Greensburg Community** School Corporation Superintendent, Tom Hunter.

MATT CLIFFORD IASP 2019 Middle School Principal of the Year! **Congrats Matt!**





- ◆ Everybody Always: Becoming Love in a World Full of Setbacks and Difficult People by Bob Goff
- ◆ <u>Help for Billy: A Beyond Consequences Approach to Helping Challenging</u> Children in the Classroom by Heather T. Forbes
- ◆ The Energy Bus: 10 Rules to Fuel Your Life, Work, and Team with Positive Energy by Jon Gordon & Gildan Media
- ◆ <u>Limitless Mind: Learn, Lead, and Live Without Barriers</u> by Jo Boaler
- ◆ <u>Leading Loyalty: Cracking the Code to Customer Devotion</u> by Sandy Rogers, Leena Rinne, & Shawn Moon
- The Book of Mistakes by Skip Prichard
- ◆ The Little Orange Book: Short Lesson in Excellent Teaching by The University of Texas System
- ◆ The Person You Mean to Be by Dolly Chugh
- The Relationship Cure by John Gottman
- Empire of the Summer Moon: Quanah Parker and the Rise and Fall of the Comanches, the Most Powerful Indian Tribe in American History by S. C. Gwynne

And if you're looking for a good sci-fi/romance book, check out the book series, <u>You Have My Heart by L.T. Davis (Now & Forever)</u> available on Amazon, written by IPLI's Lori Davis.

Apply to IPLI Cohort 8

Applications are now being accepted for IPLI Cohort 8. 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 16, 2020

Information can be found at www.indianapli.org.





Registration Is Now Open For COHORT 2 2020-2021

IPLI graduates are invited to register for IPLI Extended Cohort 2. 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.



Cohort 2 will kick off with a one-day seminar at the IPLI Summer Seminar on <u>Wednesday, July 15, 2020</u>, featuring keynote speakers Rick Wormeli and Tina Boogren.





On Thursday, September 24, 2020, and Monday, January 25, 2021,

Phil Warrick from Marzano Research will present Digging Deeper Into Level 2 of the High Reliability Schools™ Framework—Effective Teaching in Every Classroom. Throughout the two sessions, participants will engage in an exploration of the process of teacher growth based on the six leading indicators for HRS Level 2. A clear focus will be placed on the concepts of leadership to implement, monitor, and sustain the six leading indicators.

What's Included?

- Three, 1-Day Seminars (July, September, & January) featuring nationally-recognized educational leaders
- Regional focus-cohort meetings (Seminars in August, October, February)
- Access to resources to support the needs of principals and their schools
- 30 Professional Growth Plan (PGP) 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.

• Additional Team Members—\$150 each

*IPLI Graduates may also elect to join IASP and register for the IASP Fall Conference at a reduced rate as part of IPLI Extended for an additional \$500 (a savings of \$94).

Deadline to apply is May 22, 2020

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





Schools In The News

Milo the Robot

By Amy Linkel, Cohort 7 Mentor, IPLI Leadership team, & Principal at South Ripley Elementary

South Ripley Elementary School (SRES) has a long history of dedication to their special education department. Casey Hutton, one of the special education teachers at SRES, is active in searching for ways to enhance her classroom for her students. She came across a study that incorporates robotics in the education of students on the spectrum. She followed up with her lead and was chosen as one of the 15 schools in Indiana to pilot a program through Indiana University and Robots4Autism. Milo the Robot's purpose in the classroom is to develop each student's social, emotional, behavioral, and conversational skills through one-on-one engagements. South Ripley Elementary School will be piloting Milo for two years, while Indiana University studies the students' progress,

teacher input, and student engagement with the robot.

South Ripley Elementary is





RoboKind Executive Director, Mark Child, and SRES staff Laurie Gramaglia, Robyn Greiwe, Casey Hutton, Laurie Wood, & Sherry Biddle.

the first school in the state

of Indiana to be trained on how to implement Milo in a special education classroom. RoboKind Executive Director, Mark Child, came to Versailles from Utah to train two special education teachers, two paraprofessionals, and the school's Speech Language Pathologist. The staff at South Ripley feel that Milo and parent company Robots4Autism is the cutting edge technology source that will improve the quality of life for students with Autism.

Milo has a vast database of 1,500 flashcards built into the curriculum, along with 1,700 videos to show students the correct and incorrect response to different life scenarios. The program focuses on self-modeling behaviors, which Milo will display on the interactive screen and also through body language, gestures, and verbal cues. Students will respond to Milo through the iPad and answer questions to convey their personal thoughts and feelings. Within Milo's curriculum there are a series of calming and coping strategies for the students. Milo will suggest an appropriate response and the students can choose their favorite one to apply to the specific situation.

South Ripley Elementary is excited to be at the forefront of research for this new technology to help students with Autism. They look forward to seeing students gain confidence, become more social, and use what they have learned in real life applications. For more information about Milo, click on this link - Robokind Impact Video.



2020 Summer Seminar

IPLI is pleased to announce keynote speakers for its annual IPLI Summer Seminar to be held July 14-16, 2020, on the campus of Indiana State University in Terre Haute.

Tuesday, July 14 – Welcome Cohort #8 Principals and Mentors

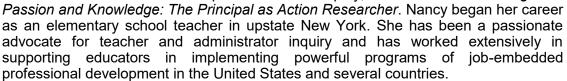


Dr. Todd Whitaker

Morning Keynote: Dr. Todd Whitaker is a professor of educational leadership at the University of Missouri and Professor Emeritus at Indiana State University. He is a former math teacher and basketball coach and has served as a principal at the middle school, junior high, and high school levels. Todd is one of the nation's leading

authorities on staff motivation, teacher leadership, and principal effectiveness. "Success in any profession starts with a focus on self. After all, we are the one variable that we can most easily and most productively influence."

Afternoon Keynote: 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





Dr. Nancy Dana



Rick Wormeli

Wednesday, July 15 - Welcome Cohorts 7 & 8 Principals, Mentors, Teacher-Leaders, & IPLI Guests

Keynote: Rick Wormeli is one of the first Nationally Board Certified teachers in America, and his instructional practice includes 39 years teaching math, science,

English, physical education, health, and history, as well as coaching teachers and principals. A well-known national and international speaker and consultant, Rick brings innovation, energy, validity, and high standards to his presentations.

Keynote: **Dr. Tina Boogren** is a former classroom teacher. English department chair, teacher mentor, instructional coach, professional developer, athletic coach, and building-level leader. In addition to presenting at the school, district, state, and national levels, Tina is the author of numerous articles and books, her most recent being 180 Days of Self-Care for Busy Educators.



Thursday, July 16 - Welcome Cohort 7 Principals, Mentors, & Teacher-Leaders

Keynote: Dr. Tammy Heflebower 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



Indiana New Administrator Leadership Institute

Congratulations to INALI Cohort 5

On Wednesday, February 5, 2020, INALI graduated 62 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 the needs of new school administrators. To date, 412 school leaders have completed INALI with 42 principals going on to be part of IPLI. INALI Cohort 6, composed of 73 new administrators, is finishing up its first year.

INALI is currently taking registrations for Cohort 7. Additional information about INALI along with a link to the registration form can be found at https://iasp.org/principals/inali/

2020-2021	2021-2022
July 20-21, 2020 - New Administrator Kickoff	July TBD, 2021 - Seminar
September 14, 2020 - Seminar	September TBD, 2021 - Seminar
November 20-21, 2020 - AP Conference	November 19-20, 2021 - AP Conference
November 22-24, 2020 - Professionals Conference	November 21-23, 2021 - Professionals Conference
February 9, 2021 - Seminar	February TBD, 2022 - Seminar & Graduation



The Indiana New Administrators Leadership Institute (INALI) graduated 62 new school administrators on February 5, 2020, as part of Cohort 5.