

Michigan District
Lutheran Principal's
Summer Conference

August 5, 6, 7, 2009

MacMullen Center, Higgins Lake, MI

Presenter: Mike Buell

Agenda

Wednesday

2:00-3:20 - Introduction, Video by Dewitt Jones, and Exercises

3:55-5:15 - Guiding Research, Hiring Practices, Supervision Basics, and Data Overview

Thursday

8:30-9:50 - Mark Esper, Great Lakes Learning Group, Using Data in Supervision to Successfully Improve Student Achievement

10:25-11:45 - Erick Chittle, Principal, Traverse City St. Francis, Observation Tools and Practices

Friday

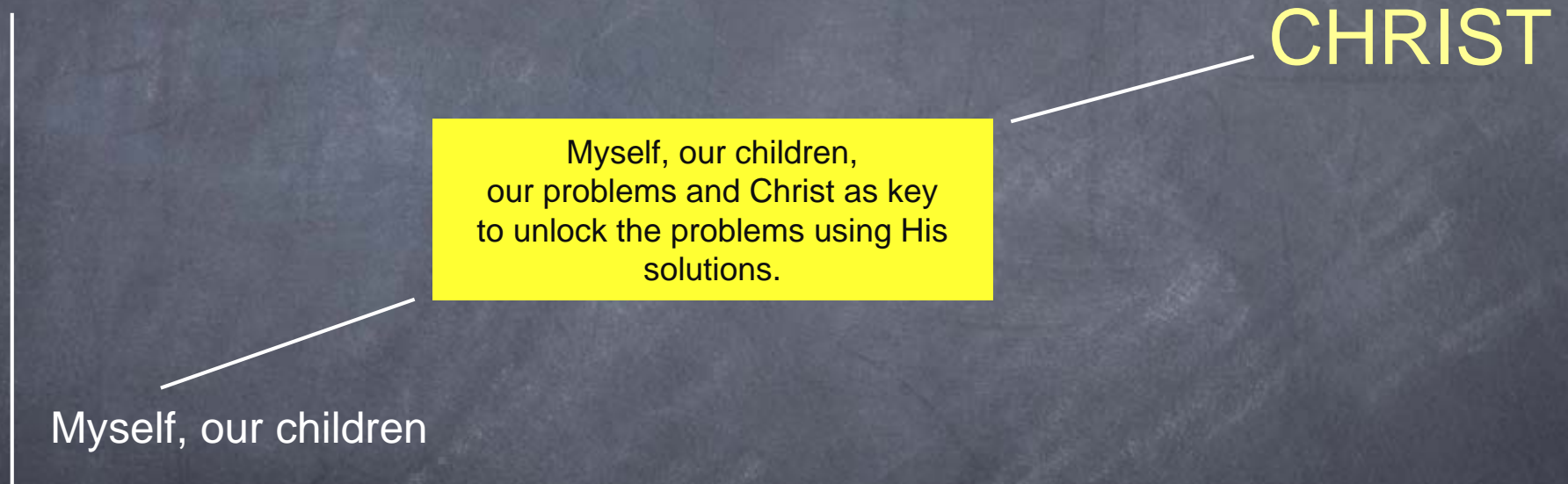
8:45-9:45 - Future Trends in Education... NOW!

10:00-11:00 - Dewitt Jones Video, Exercises, and Closing Remarks

“The time of business does not with me differ from the time of prayer; and in the noise and clatter of my kitchen, while several persons are at the same time calling for different things, I possess God in as great tranquility as if I were upon my knees.”

Brother Lawrence

Goal 1: Provide a Christian context for all learning and leading practices in use of data, hiring, supervision, evaluation, and goal setting.



Peter Kreeft, Jesus-Shock, (2008)

Dewitt Jones
Video and Exercises

“Celebrating What’s Right in the World.”

Session II
Guiding Research, Hiring
Practices, Supervision
Basics, and Data
Overview

Heavenly Father, give us the courage
to strive for the highest goals, to flee
every temptation to be mediocre.

Enable us to aspire to greatness, and to
open our hearts to the call to holiness.

Free us from the fear of failure. We
want to be firmly and forever united to
You. Grant us the graces we ask You
by the merits of our Lord, Jesus Christ.

Amen.

• The Book of James

Christian Business Ethics

Good To Great by Jim Collins

Premise: Good is the Enemy of Great!

We are called to bring children to God's Holy potential through their hearts and minds.



Good to Great, Collins

“Great results are the outcome of disciplined thoughts, disciplined actions, and disciplined people.”

The Hiring Process

Putting people in the right
seats on the bus...
or NOT!



Hire Slow...Fire Fast

- Use a committee of different personalities.
- Have finalist teach a lesson.

Hire People Not
Their Pedigree.

*Mission, Vision, Value, Goals

Counting References to What's Important.

References to:

- Children Purposefully:
- Children:
- Content Area:
- Content Area Purposefully

The Seating Chart

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Hiring Zone

Skills



Now that the people are on the right seat on the bus...



Supervision Basics

- Great Teachers= Great Schools
- Lousy Teachers= Lousy Schools
- Principals who increase their teacher's ability to improve student learning = Great Principals!!!

Four Ways For Principals to Increase Teacher's Learning Capacities

- Establish Professional Learning Communities
- Set learning goals and targets for PLCs, teachers, and children using data aligned to the curriculum.
- Make the goals individually driven by each student.
- Monitor, Monitor, Monitor!!!

Do you have the data to make this happen?

Good Sources of Data

- NWEA: Student Growth Targets (No Excuses!)
- AIMS Web: Instant feedback (A one minute prompt.)
- A small amount of above average growth every year compounds like interest and produces a very different student.

Introduction to Data For Purposes of Supervision in Student Achievement.

“Be careful of this data
stuff.”

Glen Walstra, 2008

Grand Traverse Area Catholic Schools (GTACS) Data Points

- Explore
- Running Record
- Aims Web
- NWEA
- Plan
- Act
- ACRE

The Forum for Data Usage

Professional Learning Communities



It's a free conference
every week!



Mr. Erick Chittle



Session 5
Future Trends in
Education...NOW!
and
How to Strategically
Move Forward

Future Trends in Computing

1 to 1 for middle schools and high schools

Benefits for 1 to 1 computing

- Student Engagement
- Efficiency
- Real World Preparation
- Meets families where they are in their homes
- Marketing - Competitive, Market, Home School

Risks for 1 to 1 Computing

- Non-substantial learning effect
- Pulling teachers off tasks
- Cost to school
- Cost to parents
- Discipline
- Distracting to the classroom

- Wireless Schools

- Benefits

- Access

- Research before and after school

- Risk

- Management Issues

School Food Service and Nutrition

- History of GTACS food service
- Mike goes to Washington
- Will this movement grow!!!

Future Trends Excellence...Really Take a step back...

- To get a running start!!!
 - Reading
 - Math

Future Trends

Address step three in preparation for
Mega Right Brain Thinking!!!

- MFA as the new MBA

Daniel Pink

A Whole New Mind

Strategic Work

Traditional Strategic Plan

1. Mission
2. Vision
3. Values
4. Goals
5. SWOT Analysis (Strengths, Weaknesses, Opportunity, Threats)

*Usually results in a great looking report for the board but not much action...even if an action plan is developed.

A New Model for Long Term Planning

Warning: This new model appeases few on-lookers in the short term but is a WOW factor in the long run.

1. Mission

2. Vision

3. Values

4. Goals

5. SWOT Analysis

15 Year Goal

BHAG (Big Hairy Audacious Goal)

3 Year Goal

1 Year Goal

3 Month Goals

1 Month Goals

*Meeting rhythm is very important.
Each participant has work to do every day.

Weekly Meetings

One Hour

- 5 minutes- Prayer and Good News check-in
- 10 minutes - 5 most important things to do this week
- 20 minutes- One quarterly goal
- 10 minutes- Impediments to goal completion
- 5 minutes- Smart #s needed for the next meeting
- 5 minutes- Take-aways- time for empathy
- 5 minutes- Closing Prayer

Monthly Meetings Half Day

- 5 minutes- Prayer and Good News check-in
- 10 minutes- Most important things to do this month
- 100 minutes- 20 minutes on each Quarterly Goal
- 5 minutes- Necessary smart #s
- 5 minutes- Take-aways
- 5 minutes- Closing prayer

Quarterly Meeting- One Day

Yearly Meeting- Two Days

Assess progress on past year

Set new smart #s

Set Goals for new year