

Spring 2016 Newsletter

Upcoming IPLI Events

- June 15, 2016
Mentor Training
- July 12-13, 2016
Cohort #4 Seminar
- July 13-14, 2016
Cohort #3 Seminar
- September 26, 2016
Cohort #3 Seminar
- September 27, 2016
Cohort #4 Seminar

Upcoming INALI Events

- July 17-19, 2016
New Administrator
Workshop

IPLI Graduates Cohort #2

On Monday, April 11, 52 principals graduated from the Indiana Principal Leadership Institute. Along with two teacher-leaders who have been attending IPLI Seminars with their principals this year, many of the principals' superintendents joined in the afternoon ceremony to celebrate the completion of the two-year program.



IPLI graduates 52 principals as part of Cohort #2.



Principal Baruti Kafele

Earlier in the day, school teams shared their action research projects in the first IPLI Showcase of Schools. Presentations focused on increasing the learning capacity of their schools. The Showcase was organized in a conference-style model which allowed principals and teachers to attend presentations and learn from their colleagues.

The afternoon session featured Kenneth Grover, Principal at Innovations Early College High School in Salt Lake City, who shared information about how to personalize learning and how to transform schools from within. During the graduation ceremony, Principal Baruti Kafele inspired principals and teachers to define and live their purpose.

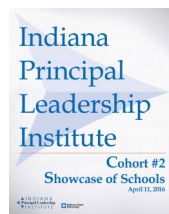


Kenneth Grover

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SHOWCASE of SCHOOLS



The first IPLI Showcase of Schools was held at the April seminar. The table shows a breakdown of the topics presented by Cohort #2 School Teams.

Topic	Percentage
Creating an Instructional Model	25%
Increasing Stakeholder Input	24%
Implementing PLCs	15%
Increasing Teacher Collaboration	10%
Implementing Instructional Rounds	10%
Using Data Effectively	4%
Developing a Leadership Team	4%
Celebrating Success	4%
Creating MS Interventions	2%
Implementing Performance-Based Grading	2%

Cohort #3 April Seminar



Dr. Nancy Dana hosted the celebration ceremony at the close of the Showcase.

On Wednesday, April 13, IPLI Cohort #3 met for their final first-year seminar. The conference-style Action Research Showcase was held in the morning with the 60 principals presenting their action research projects. Dr. Nancy Dana from the University of Florida led the cohort in a celebration ceremony at the close of the Showcase. Mentors awarded the Circle of Children pin to each of their principals. Dr. Dana explained that the pin is a reminder that action research is



Circle of Children Pin

a "...continual cycle or circle, that all educators spiral through throughout their professional lifetimes -- a

professional positioning or stance, owned by the principal, where questioning, systematically studying, and subsequently improving one's own practice becomes a necessary and natural part of the work principals do." The children in the pin symbolize the power action research has to make a difference in the lives of children in our principals' schools and also on children our principals may never meet. She emphasized that by sharing their action research projects in a manner similar to the Showcase, principals have a chance to learn from each other, thus, impacting children in other schools.

Dr. Steve Gruenert and Dr. Todd Whitaker led the principals in an engaging discussion on school culture during the afternoon session. Principals received the results of Dr. Gruenert's School Culture Survey, administered in each principal's school last fall. Dr. Gruenert walked the principals through their data and helped them analyze the results. The session concluded with Dr. Gruenert guiding principals through an

Action Research Showcase

Topic Categories Presented	Percentage
Improving Instructional Leadership	34%
Improving Climate and/or Culture	20%
Finding Balance/Personal Wellness	18%
Improving Communication	15%
Building Leadership Capacity	7%
Improving Organizational Skills	6%



activity to help them select the two teacher-leaders to attend year two. The day ended with building-level meetings where principals were able to discuss "hot topics" with other principals from all over the state.

"The more crucial role of the principal is as head learner, engaging in the most important enterprise of the schoolhouse—experiencing, displaying, modeling, and celebrating what it is hoped and expected that teachers and pupils will do."

— Roland Barth, *Improving Schools from Within*



Ideas to Ponder

Interviewing for Specialty Areas

It's that time of the year; time to find excellent teachers and staff for your school. Many schools have well-developed procedures for teacher hires including specific interview questions to ask, but what about all those special areas such as athletic director, counselor, social worker, etc.? Here are few websites with information and interview questions for principals to use:

- [American School Counselor Association:](#)
 - ◆ This site includes the following information:
 - * The role of the school counselor,
 - * Interviewing school counselors, and
 - * The school counselor/principal relationship.
- Instructional Coaches:
 - ◆ [Leaningforward.org](#) - Information and interview questions for all levels
 - ◆ Questions:
 - * [Quizlet.com](#) - Coach Interview Flash Cards
 - * [PartneringtoLearn.com](#) - Questions for Hiring New Coaches
 - * [Edweek.org](#) - Questions to Ask a Coach Applicant
 - * [Edweek.org](#) - How Can I Hire Good Coaches?
- [Athletic Director - Interview Questions](#)
- [Coaching Positions - Interview Questions](#)
- School Nurse:
 - ◆ [NASN.org](#) - Position Information
 - ◆ [Interview Questions](#)
- Social Worker:
 - ◆ [SSWAA.org](#) - Position Information
 - ◆ [ACSSW.org](#) - Position Information
 - ◆ [SSWAA.org](#) - Interview Questions



Good luck with your searches!

Congratulations to the following IPLI Principals who have been named IASP District Principals of the Year



Cohort #1

Keith Fessler, New Palestine High School

Cohort #2

Nathan Boyd, Grissom Middle School
Chase Huotari, Franklin Township Middle School

Cohort #3

Brian Disney, Mooresville High School

Cohort #4

Steven Kavanaugh, North Posey Jr. High School

IPLI Mentor Cohort #3

David Mangel, Northwood High School

IPLI Welcomes Cohort #4

IPLI is pleased to welcome 67 principals to Cohort #4. On July 12, 2016, the new group will kick off their two-year IPLI experience at the annual IPLI Summer Seminar. The new group, representing 38 counties, consists of:

- 37- Elementary Principals,
- 2- K-8 Principals,
- 11- Junior High/Middle School Principals,
- 10- High School Principals,
- 4- 6-12 and 7-12 Principals,
- 3- K-12 and 4-12 Principals.



Cohort #4 will be mentored by 11 outstanding school leaders including:

- Rod Hite, Principal, Edgewood Junior High School, Richard-Bean Blossom Community School Corporation
- Bobbie Jo Monahan, Dept. of Ed. Leadership Faculty, Indiana State University
- Dan Nelson, Principal, Seeger Memorial Jr. Sr. High School, MSD of Warren County
- John Pearl, Principal, Battle Ground Elementary, Tippecanoe School Corporation
- Mike Pinto, Principal, James Cole Elementary, Tippecanoe School Corporation
- Jane Rogers, Principal, Milan Elementary School, Milan Community School Corporation
- Lynn Simmers, Assistant Superintendent, Southwest Allen County Schools
- Maria Sells, Associate Director of Education, AdvancED
- Tim Taylor, Superintendent, Jac-Cen-Del Community School Corporation
- Paul White, Superintendent, New Prairie United School Corporation
- Shawn Wright-Browner Director/Principal, J. Everett Light Career Center, MSD Washington Township

IPLI Principal Selected to Michiana Forty Under 40 Class



Nathan Boyd, Grissom
Middle School

Grissom Middle School Principal, Nathan Boyd - IPLI Cohort #2, has been selected as a member of the *Michiana Forty Under 40* Class of 2016. The *Michiana Forty Under 40* program is a collaborative effort to recognize and honor 40 young professionals under the age of 40 for their contribution and accomplishments in both their workplace and community.

Nathan is a recent graduate of IPLI Cohort #2. His superintendent, Dr. Jerry Thacker of Penn-Harris-Madison Schools, says that Nathan is an outstanding leader and educator committed to excellence for all students through a collaborative Triangle of Success that connects students, teachers, and parents.

Congratulations Nathan!

Schools in the News

Cohort #3 Principal to Implement New Tech Network Students Participate in Shoe Drive

Model Elementary School Principal, Lynne Peters, IPLI Cohort # 3, will have a busy summer. Lynne and several of her staff will be training to implement a New Tech Network program to begin this fall. This is a project-based learning and technology-integrated program to help students collaborate on projects that require critical thinking, creativity, and communication to solve problems.

Last fall, Model Elementary School got a taste of the project-based learning by helping another New Tech Network school with a community service-learning project. While Lynne and some of her staff were visiting Washington Discovery Academy to see New Tech Network in action, they learned of a shoe drive that first-graders were organizing as part of the program to help a family in their community adopt a child from China.



Students at Model Elementary sort through donated shoes. Photo courtesy of *The Elkhart Truth* (Michelle Sokol)

Second grade teacher, Dee Conn, who was part of the visit, brought the idea back to Model Elementary. Her students agreed to support the project. Ms. Conn's second graders wrote letters home and penned daily announcements to get the word out about the shoe drive. As a result, other grades joined in on the project. As the shoes were brought in, students counted, weighed, and calculated how much money would be generated. New and gently used shoes were gathered. For every pound collected, \$1.00 was donated to the family.

Other grade levels have started to experiment with their own service-learning projects. Teacher Kristin Kratzer's fourth-grade class designed a project to assist a fellow classmate battling type 1 diabetes.

Goshen Community School District is planning to implement a school-wide New Tech Network program at Model Elementary beginning this fall. The district will start with the kindergarten, first grade, and fifth-grade classes. Other classes will follow in 2017.

Indiana New Administrator Leadership Institute

INALI To Welcome Cohort #3

INALI Cohort #3 will begin its two-year program on Sunday, July 17, 2016, starting with the New Administrator Workshop. INALI is designed to help beginning administrators become effective instructional leaders and to quickly



INALI Cohort #2 at the February seminar

and comfortably assume the responsibilities of building administration. Participation includes:

- Extensive teacher evaluation training
- Mentoring by trained, highly-qualified mentors
- Monthly regional group meetings
- Summer IASP New Administrator Workshop
- Two day-long seminars during the 2016-2017 school year
- Access to resources to support the needs of new administrators and their schools
- One-year membership in the Indiana Association of School Principals
- Registration for either the 2016 IASP Assistant Principals Conference or Principals Conference with a special session at each conference for INALI participants
- One-year membership in Ed Leaders Network: An on-demand professional development network to enhance one's educational leadership
- 45 Profession Growth Plan (PGP) points for each year of participation. Completion of INALI fulfills IMAP requirements.

Cohort #3: 2016-2018

(Tentative Dates)

Year 1

- July 17-19, 2016: New Administrator Workshop
- September 19, 2016: Seminar
- November 18, 2016: Assistant Principals—in conjunction with the IASP Assistant Principals Conference
- November 21, 2016, Principals—in Conjunction with the IASP Fall Conference
- February 7, 2017: Seminar
- Monthly regional group meetings (TBD with mentor)

Year 2

- Monthly regional group meetings (TBD with mentor)
- Additional professional development hours to be determined with mentor

**Registration for
INALI Cohort #3
is still open to
new Principals,
Assistant
Principals, and
Deans.
Information is
available at
www.iasp.org or
by clicking
[HERE.](#)**