

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.

Summer 2016 Newsletter

Upcoming IPLI Events

- 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
- November 21, 2016
Cohort #3 & #4
Seminar at IASP

Upcoming INALI Events

- July 17-19, 2016
New Administrator
Workshop
- September 19, 2016
Seminar

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IPLI Summer Seminar July 12-14, 2016

The 2016 IPLI Summer Seminar is almost here! Over 270 educators will travel to the Indiana State University campus to participate in this year's seminar.

Tuesday, July 12

IPLI will welcome 67 principals and 11 mentors to Cohort #4. Dr. Todd Whitaker will kick off the morning session with *What Great Principals Do Differently*. Todd is a professor of educational leadership at ISU, and he has spent his life pursuing his love of education by researching and studying effective teachers and principals. He is a former math teacher and coach and has been 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, and he has written over 30 books.



Dr. Todd Whitaker



Dr. Nancy Dana

In the afternoon, Dr. Nancy Dana will introduce the group to action inquiry. Nancy began her education career as an elementary teacher in Hannibal Central Schools, New York. Nancy is currently a professor of education in the School of Teaching and Learning at the University of Florida. Her work focuses on practitioner research as a professional development strategy. She has authored numerous articles as well as several books on the action research process.

Dr. Terry McDaniel will bring closure to the day presenting *Practical and Motivational Tips for Principals*. Terry is an associate professor in the ISU Department of Educational Leadership. He has over 32 years' experience in public education as a teacher, assistant principal, principal, and superintendent. Terry is a regular presenter at Indiana administrator conferences and has authored numerous publications for educational journals.



Dr. Terry McDaniel

In the evening, Cohort #4 principals and members will gather for a BBQ and an opportunity to get to know each other better.

IPLI Summer Seminar (Continued)

Wednesday, July 13



Rick Wormeli

Cohort #4 will be joined by Cohort #3 which includes 54 principals and 11 mentors. In addition, over 100 teachers will attend with their principals. ISU President Daniel Bradley will welcome the group, and Senator Dennis Kruse will receive the IPLI Service Award.

The morning keynote will be Rick Wormeli – *What We Can Do When We Are Brave Together*. Rick was one of the first Nationally Board Certified teachers in America. In 1996, he was Disney’s American Teacher Awards Outstanding English Teacher of the Nation. Rick brings innovation, energy, validity and high standards

to both his presentations and his instructional practice. Rick’s experience includes 36 years teaching math, science, English, physical education, health, and history, and coaching teachers and principals.



Senator Dennis Kruse

Motivational speaker Dave Weber will begin the afternoon session with *Sticks & Stone Exposed: The Truth Behind Words & Relationships*. At 2:00 pm, teachers will have the opportunity to work with Rick Wormeli as he discusses *Cultivating Resilience and ‘Stick-to-itiveness’ in Students*. Principals and mentors from both cohorts will meet during this time, and Cohort #3 principals will share their action inquiry projects from year one with Cohort #4 principals. Cohort #4 will finish their two-day seminar with Dr. Nancy Dana introducing them to the IPLI mini try-it action research projects. Cohort #3 will complete the day with an overview of year two of IPLI. In the evening, Cohort #3 will join together for a BBQ and team activities.



Dave Weber

Thursday, July 14



Dr. Tammy Heflebower

Cohort #3 principals and their teacher teams will begin their year-long journey as they focus on increasing the learning capacities of their schools. Dr. Tammy Heflebower from Marzano Research will present *The Journey to Becoming a Professional Learning Community* and introduce teams to the Marzano High Reliability Schools™ framework. During the day-long workshop, teams will analyze their Level 1 data and identify areas for potential improvement. The day will conclude with an introduction to the IPLI year two mini try-it action research projects for school teams.

Want to be a part of IPLI?
Applications for Cohort #5 accepted
beginning November 21, 2016



Ideas to Ponder

Welcoming New Teachers

In just a few weeks, the new school year will begin and for most principals, they will have a group of new teachers joining their staffs. According to recent research conducted by the Institute for Education Sciences, after five years of teaching, only about 70 percent of the original group of new teachers will remain in your school. Other researchers say it is more like 50 percent; either way, the numbers are not good and the costs are enormous. Richard Ingersoll, a professor from the University of Pennsylvania says that teacher turnover costs school districts almost \$2.2 billion a year.

How can you as a school leader slow down the revolving door of teacher turnover? It all begins with building relationships. Here are some tips to help you create a welcoming and supportive atmosphere for your new teachers:

- Don't wait until two days before school starts to run the "New Teacher Orientation." Hold the orientation two to four weeks before school starts. This will give new teachers time to prepare and ask questions.
- Have a clear list of what new teachers need to know. You will have your own list, but ask younger teachers what they wish they had been told when they were hired. Also make sure and cover district, building-level, and community information they need to be successful. As you develop your list, ask yourself, "What do they need to know now? What do they need to know later?" and identify when. Remember, new teacher orientation/induction is at least a two-year process.
- Find each new teacher a mentor. It's great if they can be same grade level or same subject, but if not, they still need a teacher mentor. If possible, your mentors should always be "superstars" or at least "backbones." Don't use mediocre teachers as mentors. Mentors can also help you develop your list of "Need to Knows."
- Be very clear about your expectations in terms of attendance, teaching (what I always should see; what I might see; what I should never see in a classroom), classroom management, professional/ethical behavior, etc. Also remember to constantly revisit these expectations with each new teacher.
- Review the evaluation process with new teachers.
- Develop a new teacher support team which, at a minimum, should include administration and all mentors.
- Schedule regular meetings throughout the year to support new teachers – at least once a week in the beginning of the year, then go to every other week, then once a month. During the year, there will be new situations these new teachers will face. For example, a meeting a few days before parent/teacher conferences should be devoted to planning and executing the conferences with special attention focused on how to handle challenging parents. Report card time is also critical! Do your new teachers know what to expect in a special education meeting?
- Plan opportunities for new teachers to meet as a peer group, including additional professional development opportunities.
- Work with mentors to establish social events with other faculty members.
- Get into the classroom "early and often!" Be proactive; you can't wait two to three weeks and let the new teacher "get comfortable." Principals should be in the classroom the first day of school and checking to make sure that the new teacher has a classroom management system in place and is doing well.



Ideas to Ponder...

(Continued from page 3)

- Consider lightening the new teacher's workload. For many new teachers, they get the heaviest loads, the most challenging classes, and are then asked to take on extra-curricular responsibilities. New teachers need time to work on teaching, so give it to them. For example, consider reducing the new teacher's load by one less class or at the very least, creating regular time for the new teacher to visit "superstar" teachers' classrooms to observe.

These are just a few tips to help you establish a new teacher program of support. If you are looking for additional ideas, just try searching "new teacher orientation/induction" on the web and borrow ideas from the best. Also, don't forget to check with your IPLI colleagues for their suggestions.

Congratulations to the following IPLI Mentors on their new positions!!

Dan Nelson
Superintendent of Schools for the North Vermillion Community School Corporation

BeAnn Younker
Director of Student Services For Tippecanoe School Corporation

Additional Resources for New Teachers



- 20 Fundamentals: What Every Teacher Should Know About Learning: <http://bit.ly/28Jkx4g>
- 10 Things Every New Teacher Needs to Know: <http://edut.to/1jksRNI>
- 20 Things New Teachers Really, Really Need to Know (According to the Vets): <http://bit.ly/28lZklk>
- 55 Things a New Teacher Should Know: <http://bit.ly/28JBCA8>
- 8 Things Every New Teacher Should Know: <http://bit.ly/28LyRuV>
- Harry Wong's *The First Days of School*: www.effectiveteaching.com

Thanks Dr. Todd Whitaker!!

IPLI would like to thank Dr. Todd Whitaker for his service to IPLI. Dr. Whitaker and his wife, Dr. Beth Whitaker, are leaving Indiana State University and have accepted positions at the University of Missouri-Columbia. In addition to being the opening keynote for each new IPLI cohort, Dr. Whitaker has served on the IPLI Design Team for the past three years. Although Dr. Whitaker will continue to present at IPLI seminars, he will be missed on the Design Team. We wish them the best of luck in Columbia!



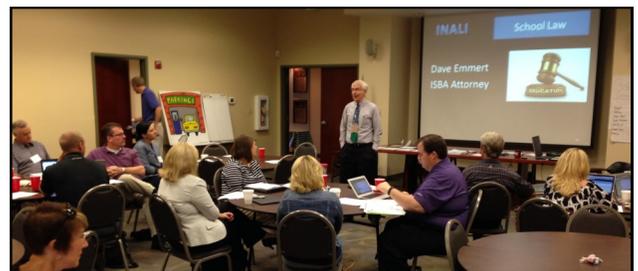
Dr. Todd Whitaker works with principals from Cohort #3 during last summer's seminar.

Indiana New Administrator Leadership Institute

INALI Now Accepting Applications

The Indiana New Administrator Leadership Institute (INALI) is currently accepting applications for Cohort #3. INALI is designed to help beginning administrators (principals, assistant principals, and deans) become effective instructional

leaders and to quickly and comfortably assume the responsibilities of building administration.



Dave Emmert presents at the New Administrator Conference in July 2015.

INALI is a two-year professional development program that includes extensive teacher evaluation training, coaching by highly qualified mentors, and monthly regional cohort meetings. The INALI program builds upon the annual IASP New Administrator Conference and creates ongoing support through seminars, monthly regional meetings, mentor communication, and access to Ed Leaders Network, an online, on-demand professional development resource. INALI members also receive a one-year membership to the Indiana Association of School Principals and registration for either the 2016 IASP Assistant Principals Conference or Principals Conference.

[Click here for more information and to apply to INALI.](#)

INALI is supported by the Indiana Association of School Principals, Indiana Principal Leadership Institute, and the Indiana Association of Public School Superintendents.

IPLI Welcomes Cohort #4

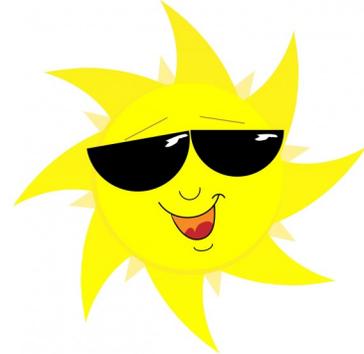
We are pleased to announce the following 67 Indiana principals have been accepted into Cohort #4 of the Indiana Principal Leadership Institute. Cohort #4 will kickoff their journey on July 12-13, 2016, on the campus of Indiana State University.

- ◆ Tierney Anderson - Sunnyside Elementary
- ◆ Jill Barker - Anderson Preparatory Academy
- ◆ Kristen Bilkey - Northwestern High School
- ◆ Jeffrey Brooks - Hebron Middle School
- ◆ Craig Buckler - Central Elementary School
- ◆ Jason Cary - Peru High School
- ◆ Shannon Cauble - Mayflower Mill Elementary School
- ◆ Jono Connor - Tecumseh-Harrison Elementary
- ◆ Sherri Cripe - Morocco Elementary
- ◆ Rick Davis - Western High School
- ◆ Greg Dettinger - Concord High School
- ◆ Chad Dodd - Jay County High School
- ◆ Veronica Eskew - East Chicago Urban Enterprise Academy
- ◆ Sean Galiher - Schmucker Middle School
- ◆ Darcie Goodin - New Washington Elementary
- ◆ Johnny Goodlow - Hammond High School
- ◆ Rasheeda Green - Aspire Charter Academy
- ◆ Pamala Griffin - Stonybrook Middle School
- ◆ Darren Haas - Southeast Fountain Elementary
- ◆ Robert Hadley - Rushville Consolidated High School
- ◆ Brian Hagan - Tri-County Primary
- ◆ Andrew Harsha - Belzer Middle School
- ◆ Holly Herrera - Central Middle School
- ◆ Jeff Hettinger - Frontier Jr. Sr. High School
- ◆ Mike Holland - Warren Central Elementary
- ◆ Kathy Hoover - Elwood Haynes Elementary School
- ◆ Glen Hopkins - Stinesville Elementary School
- ◆ Randall Horka - River Forest High School
- ◆ Steven Kavanaugh - North Posey Junior High School
- ◆ Trael Kelly - Pleasant Grove Elementary School
- ◆ Kevin Kemper - Indian Creek Elementary
- ◆ Monty Kirk - North Central High School
- ◆ Staci Knigga - Central Elementary
- ◆ Travis Koomler - Raymond Park Intermediate Academy
- ◆ Renee Lakes - Western Wayne Elementary
- ◆ Jennifer Lee - Edgewood Intermediate School
- ◆ Dena Lengacher - Barr-Reeve Primary / Barr-Reeve Elementary
- ◆ Douglas Lewis - Eastern Greene High School
- ◆ Rob Martin - Swayzee Elementary
- ◆ Patrick McCann - Prince Chapman Academy
- ◆ Laura Morris - Corden Porter Education Center
- ◆ Jeff Murphy - Thompson Crossing Elementary School
- ◆ Krista Nelson - Newby Memorial Elementary School
- ◆ Tina Noe - Danville South Elementary
- ◆ Grant Peters - Greensburg Community High School
- ◆ Renita Peters - New Haven Primary School
- ◆ Erin Probus - Hornet Park Elementary School
- ◆ David Retherford - Elwood Jr-Sr High School
- ◆ Matt Ridenour - Meredith Nicholson Elementary
- ◆ Angela Ruiz - Clinton Central Elementary School
- ◆ Destiny Rutzel - South Ripley Junior High School
- ◆ Lance Schnaus - Grassy Creek Elementary
- ◆ Amy Sivley - Lakeview Middle School
- ◆ Carol Starlin - Hose Elementary
- ◆ Sarita Ann Stevens - Thea Bowman Leadership Academy
- ◆ Jennifer Stolarz - Jerry Ross Elementary School
- ◆ Bobby Thompson - Triton Central Middle School
- ◆ Tammy Tickfer - Lafayette Park International Elementary School
- ◆ Noah Velthouse - Princeton Community Middle School
- ◆ Jill Vlcan - Poston Road Elementary
- ◆ Amber Walters - Nora Elementary School
- ◆ Marsha Webster - Danville Community Middle School
- ◆ Daryl Werner - Jac-Cen-Del Jr. Sr. High School
- ◆ Brook Wessel-Burke - Acton Elementary
- ◆ Kenneth Wildman - North Elementary School
- ◆ Cynthia Wise - Lake Street Elementary School
- ◆ Christy Wrightsman - Van Buren Elementary School

Tips for the IPLI Summer Seminar

Here are a few tips to help make your IPLI Summer Seminar a success:

- Book hotel rooms as soon as possible. The two hotels closest to Indiana State University are the Hilton Garden Inn located at 750 Wabash Avenue and the Candlewood Suites Hotel located at 721 Wabash Avenue. Be sure to request the IPLI Block.
- Bring your walking shoes: If you are staying at the two hotels close to campus, you may wish to walk to the ISU Hulman Memorial Student Union (HMSU) - <https://www.indstate.edu/student-affairs/hmsu/directions> .
- Get here early: Parking close to HMSU is limited at the 5th and Chestnut lot. Additional parking will be 5-6 blocks from HMSU located in lots A & 13 at the corner of Tippecanoe and N 6th Street.
- Dress professionally for Tuesday and Wednesday: These are picture days during the seminar, and Lifetouch™ will be here to snap your picture for the IPLI Directory.
- Don't forget to have your Lifetouch™ photo taken as soon as you arrive.
- Wear your IPLI T-shirt for the evening BBQs. Individual regional focus-cohorts, school teams, and large cohort pictures will be taken.
- Cohort #3 – dress casually for Thursday.



Before or after the institute, visit Terre Haute. There are lots of things to see and in do in Terre Haute. Go to <http://terrehaute.com/> for a calendar of events and local attractions. Make sure to visit the Clabber Girl® Museum and don't forget to hit the Square Donut® shop on Wabash before leaving town!

IASP Fall Conference November 20-22, 2016

The Indiana Association of School Principals (IASP) Fall Professionals Conference is November 20-22, 2016, at the Indianapolis Marriott Downtown/Indiana Convention Center. Click [here](#) for more information.

Please remember, IASP membership and registration to the Fall Professionals Conference is included as part of IPLI. However, don't forget to make your hotel reservations.