

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 2017 Newsletter - Happy New Year

### Upcoming IPLI Events

- January 20, 2017  
IPLI Advisory Board Meeting
- January 23, 2017  
Cohort #3 Seminar
- January 24, 2017  
Cohort #4 Seminar
- IPLI Mentor Nominations  
Due February 1, 2017
- February Regional Focus-Cohort Meetings
- March Regional Focus-Cohort Meetings
- Cohort #5 Applications  
Due March 15, 2017
- Cohort #5 Announced  
March 31, 2017

### Upcoming INALI Events

- Cohort #4 Applications Being Accepted
- February 7, 2017  
INALI Seminar & Cohort #2 Graduation

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# Jim Knight to Present to Cohort #4 in January

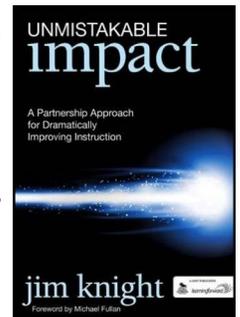


Dr. Jim Knight

We hope you had a great holiday season and were able to catch a few extra zzz's over the break! Here at IPLI, we are gearing up for our next set of seminars.

On Monday, January 23, 2017, IPLI will host a day-long workshop for Cohort #3 with guest speaker Dr. Phil Warrick from Marzano Research - *The Journey to Becoming a Professional Learning Community: A Guaranteed and Viable Curriculum*. Fifty-three principals and over 100 teacher-leaders will be attending the seminar where they will analyze school data and continue work on their action research projects.

Dr. Jim Knight, from the University of Kansas, will be the guest speaker for Cohort #4 on Tuesday, January 24, 2017. The title of his presentation is *Unmistakable Impact: A Partnership for Dramatically Improving Instruction*. This workshop simplifies the process for improving schools through targeted, consistent professional learning that is done *with* teachers, not *to* teachers. In addition to the 66 principals and 11 mentors in Cohort #4, IPLI opened registration to IPLI Cohort #3, IPLI graduates, and other educators from around the state. Over 200 educators will be in attendance.



School teams sharing progress on their action research projects at the September seminar.

Visit us on the web at [www.indianapli.org](http://www.indianapli.org)



# IPLI at the IASP Conference

As part of their participation in IPLI, principals and mentors were able to attend the IASP Fall Professionals Conference on November 20-22, 2016. Participants heard from some excellent speakers, including Dr. Adolph Brown, founder, president, and CEO of The Leadership & Learning Institute. Dr. Brown challenged principals with his message - "If service is below you, leadership is above you!" He encouraged the audience to develop a growth mindset in our students by providing a learning environment that included his four F's: fun, fair, firm, and faith. Dr. Brown also shared that the key to keeping students in school was involvement in school-sponsored activities.



Dr. Adolph Brown presenting at the IASP Fall Professionals Conference.

IPLI participants also had the opportunity to attend a number of excellent concurrent sessions, including a presentation by Jayne Ellspermann, NASSP President and 2015 National Principal of the Year. Jayne shared information about the implementation of "Power Hour" into the daily schedule at West Port High School in Florida. Power Hour is 60 minutes in the middle of the school day where students get to select what they do. In addition to lunch, students can go for extra help, attend club meetings, or just hang out with friends. The result -- course failure rate was reduced from 37% to 3%, graduation rates climbed from 67% to 92%, AP enrollment has increased, and student involvement in school activities has skyrocketed. Once one of the lowest performing schools in the district, West Port High School is now one of the top.

IPLI graduates and current participants also presented at the conference. Principals from Cohort #2 and Cohort #3 presented their action research projects in which they were engaged during IPLI.

## A special "Thank You" to these IPLI principals for sharing at the IASP Conference:

### Cohort #2 Principals

- Miriam Dalton, Eastbrook South Elementary School
- Kyle Kersey, Riverton Park Jr. Sr. High School
- Kelly Laffoon, Williamsport Elementary School
- Courtney Wildoner, Dayton Elementary School

### Cohort #3 Principals

- Kyle Carter, Jefferson Elementary School
- Brian Disney, Mooresville High School
- Stephanie Miller, McCordsville Elementary
- Rhoderick Poats, Henry W. Eggers Middle School
- Lynlie Schoene, Mary Adams Elementary



# Ideas to Ponder

## Developing School-Wide New Year's Resolutions

By Linda Marrs-Morford, IPLI Director

Looking for a new way to kick off the New Year with your staff? How about creating school-wide New Year's resolutions?

Wikipedia defines a New Year's resolution as a "tradition ... in which a person makes a promise to do an act of self-improvement ... ." With only about five months remaining in the school year, what could your school do to improve? Keep in mind that these resolutions should be simple and doable, and they don't replace your SIP. Here are some examples:

- Start an "I See Something Positive" program to recognize students/teachers/staff doing something nice;
- Get teachers tweeting student success pictures;
- Start a "Be More Positive" program with staff;
- Find more time for PLCs to meet;
- Start a monthly "Try New Technology or Instructional Technique" program with teachers.

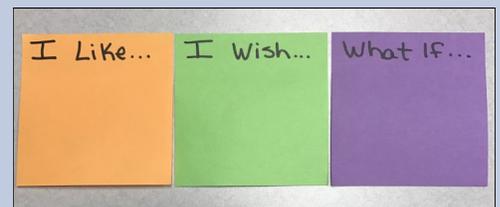
### WHAT YOU WILL NEED

- ◆ 3" x 3" sticky notes: Plan on enough for each staff member to have at least 9 sticky notes.
- ◆ Sheets of poster paper: Plan on enough to allow for 5-6 staff members at each poster. Mount paper around the room. Divide each sheet into three categories: "I Like, I Wish, What If."
- ◆ Markers

An easy way to do this is to use the "I Like, I Wish, What If" brainstorming tool. This is an activity the principal or a group of teacher-leaders could facilitate at your next staff meeting. (See sidebar for "What You Will Need.")

Here are the directions:

- 1) Give each staff member at least nine 3" x 3" sticky notes.
- 2) Explain that your goal today is to create 2-3 New Year's resolutions for the school that are doable within the next five months.
- 3) Have each write down 1-3 things he/she "likes" about the school (one per sticky note); 1-3 "wishes" for the school (one per sticky note); and 1-3 "what ifs" for the school (one per sticky note).
- 4) Once participants have completed step #3, divide into groups of 5-6 and send to a poster. Make sure and mix each group so they are not with their usual crowd.
- 5) Each staff member places his/her sticky notes in the appropriate column - "I Like, I Wish, What If."
- 6) Each poster group then reviews/clarifies each list and generates a group "I Like, I Wish, What If" list.
- 7) Bring group back together and have each poster group share.
- 8) Using the same process, narrow the list down into a school-wide "I Like, I Wish, What If" list.
- 9) From this list, generate 2-3 New Year's resolutions for your school.



After establishing the school-wide resolutions, develop a plan to implement and monitor progress toward your goals. As always, regular communication will help keep your plan on track, and don't forget to celebrate successes along the way. Happy New Year!

# 2017 IPLI Summer Seminar

IPLI is pleased to announce keynote speakers for its annual IPLI Summer Seminar to be held July 11-13, 2017, on the campus of Indiana State University in Terre Haute.

## Tuesday, July 11, 2017

**Dr. Todd Whitaker:** Todd is a former teacher, coach, principal, district administrator, university professor, and author of *What Great Principals Do Differently* and over 40 other publications in education.

**Dr. Nancy Fichtman Dana:** Nancy 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 Research*.

## Wednesday, July 12, 2017

**Dr. Pedro Noguera:** Pedro is a Distinguished Professor of Education in the Graduate School of Education and Information Sciences at UCLA, Director of the Center for the Study of School Transformation, and coauthor of *Excellence Through Equity: Five Principles of Courageous Leadership to Guide Achievement for Every Student*.



Dr. Pedro Noguera

## Thursday, July 13, 2017

**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*.

## Congratulations to IPLI Principals & Mentors

The Indiana Principal Leadership Institute would like to congratulate the following IPLI participants and mentors.

### INDIANA'S PRINCIPALS OF THE YEAR

- ◆ Keith Fessler, New Palestine High School, New Palestine - IPLI Cohort 1
- ◆ Nathan Boyd, Virgil I. Grissom Middle School, Mishawaka - IPLI Cohort 2
- Named Indiana Middle School Principal of the Year**
- ◆ Chase Huotari, Franklin Township Middle School East, Indianapolis - IPLI Cohort 2
- ◆ Brian Disney, Mooresville High School, Mooresville - IPLI Cohort 3
- ◆ David Mangel, North Wood High School, Nappanee - IPLI Cohort 3 Mentor
- Named Indiana High School Principal of the Year**



### INDIANA'S SUPERINTENDENTS OF THE YEAR

- ◆ Rob Moorhead, South Ripley Community School Corporation, Versailles - IPLI Cohort 1 & 3 Mentor



# Schools In The News

## *Congratulations to IPLI Principal Michelle Ondas and Staff!*

Congratulations to IPLI Cohort #2 Principal Michelle Ondas and her staff at Donald E. Gavit Middle/High School in Hammond for being named a National Title I Distinguished School for Closing the Achievement Gap from SY 2015-2016. In order to qualify for the award, the Indiana Department of Education reviews student achievement data, school letter grades, and Title I funding expenditures. Schools must have exited "School Improvement Status," be a Title I School-wide served school, have a poverty level of 75% or higher, and have a diverse student population. After the round-one level of review, identified schools participate in an in-depth principal phone interview and an onsite visit with an IDOE team. Utilizing a growth mindset, Gavit Middle/High School has created a culture in which all students can succeed. Middle and high school teachers work closely together to ensure high quality instruction by engaging in instructional rounds where teachers visit other teachers' classrooms at least twice a semester. The school has created a mentoring program between high school and middle school students. Middle school students are also allowed to take AP courses with high school students. In addition, the leadership team and faculty at Gavit have created strong partnerships with families and community organizations. Congratulations to Gavit Middle/High School!



Michelle Ondas

## Muhammad to Present at April Seminar

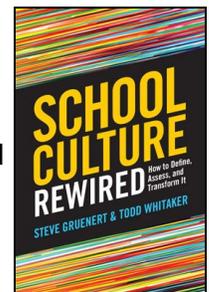


Dr. Anthony Muhammad

IPLI's April Seminars are just around the corner! These seminars are an incredible learning experience for all our participants as they share the results of their year-long action research projects. Cohort #3 principals and teachers will be presenting the results of their school-wide action research projects focused on increasing the learning capacities of their schools. Cohort #4 principals will be sharing their projects centered on increasing their leadership capacities.

In addition, on Monday, April 10, 2017, Cohort #3 will hear from keynote speaker Dr. Anthony Muhammad, a former middle school teacher, assistant principal and principal, and high school principal. Dr. Muhammad is recognized as a leading expert in the areas of school culture and climate. The seminar will end with Cohort #3 principals and mentors being honored during their graduation ceremony.

On Tuesday, April 12, 2017, Cohort #4 will have an opportunity to engage in some eye-opening school culture activities with Dr. Steve Gruenert, a former middle and high school principal and current professor and department chair in the Department of Educational Leadership at Indiana State University. Dr. Gruenert is coauthor of *School Culture Rewired* and a new book - *School Culture Recharged*, to be published in late February.



# IPLI Advisory Board to Meet

The IPLI Advisory Board will be meeting on Friday, January 20, 2017. The Advisory Board members serve four-year terms and provide the Director perspectives from various constituencies of the state regarding matters that are relevant to the Indiana Principal Leadership Institute. Dr. Todd Bess, Executive Director of the Indiana Association of School Principals in Indianapolis, serves as chairperson for the board.

## IPLI ADVISORY BOARD MEMBERS

- ◆ Dr. Todd Bess, Executive Director, Indiana Association of School Principals
- ◆ Michelle Lavin, Principal, Wadsworth Elementary School, Griffith Public Schools
- ◆ The Honorable Jon Ford, Indiana State Senator
- ◆ Dr. Steve Gruenert, Department Chair, Indiana State University Department of Educational Leadership
- ◆ Dr. Paul Kaiser, Superintendent, Beech Grove City Schools
- ◆ Nicole Law, Educational Consultant for the Leadership & Learning Center
- ◆ Zachary Waggoner, Teacher, Cedar Hall Community School
- ◆ Rick Burger, Government and Community Relations Manager, Duke Energy
- ◆ Dr. John T. Coopman, Executive Director, Indiana Association of Public School Superintendents
- ◆ Greg Goode, Government Relations Executive Director, Indiana State University

## Apply to IPLI Cohort #5

Applications are now being accepted for IPLI Cohort #5. Information about the two-year program and how to apply are available at [www.indianapli.org](http://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 15, 2017**

*IPLI is also accepting nominations for mentors for Cohort #5. Nomination information can be found at [www.indianapli.org](http://www.indianapli.org). Deadline for mentor nominations is February 1, 2017.*

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## A Sneak Peek at the INALI February Seminar

On Tuesday, February 7, 2017, the Indiana New Administrators Leadership Institute (INALI) will graduate its second cohort of administrators. Dr. Rhonda Roos, former Director of Middle Schools at New Albany-Floyd County School

Corporation, will be one of the keynote speakers for the day sharing strategies for helping administrators become systems thinkers. Dr. Kent Dekoninck, Superintendent of Greenwood Community Schools, will be doing a session on hiring and orienting quality staff. Also in attendance will be new administrators from Cohort #3.



Dr. Rhonda Roos

### Want to be a part of INALI?

Registration information for INALI Cohort #4 can be found at <http://www.iasp.org/conferencesworkshops/new-administrators-conference/>.

Applications are now being accepted for INALI Cohort #4. This two-year program contains professional development, mentoring and regional group meetings. Benefits include:

- ◆ 2 years of membership in IASP;
- ◆ 2 years of state conference attendance;
- ◆ 2 years of professional development seminars in Indianapolis (July, September, February);
- ◆ 2 years of mentoring by a retired or practicing administrator;
- ◆ 2 years of regional cohort meetings with mentor and regional group (dates & times arranged by your group);
- ◆ One-on-one school visits by a mentor (fall and spring of each year);
- ◆ 2 years of membership in Ed Leaders Network: An on-demand, online, professional development site to enhance educational leadership; and
- ◆ 45 PGP for each year of participation. Completion of INALI fulfills IMAP requirements.