

I'm in the Principal's Seat, Now What?

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Strategies to Get Us to Exemplary Schools

- ▶ STRUCTURED VISIBILITY
- ▶ DELEGATION to COLLABORATION to CHANGE
- ▶ SCHOOL BASED MANAGEMENT/SHARED DECISION MAKING
- ▶ CELEBRATION
- ▶ CULTURE & CLIMATE



Johann Wolfgang von Goethe

1749-1832

**"THINGS WHICH
MATTER MOST
MUST NEVER BE
AT THE MERCY OF
THINGS WHICH
MATTER LEAST."
GOETHE**



WWW.QUOTE-WAYS.COM



STRUCTURED VISIBILITY

What's my plan?

- ▶ AM & PM
- ▶ Walkthroughs
- ▶ Hallways
- ▶ Lunch
- ▶ Activities



Thoughts on Visibility..



MY VISIBILITY CHECKLIST

What is my current visibility plan?

Where am I most visible?

Where might I be more visible?

What is distracting me from being more visible?

How can I protect myself from distractions and interruptions?

Am I doing frequent classroom walkthroughs?

How often do I visit most classrooms?

Which visible actions are done daily?

Which visible actions are done monthly?

How do I follow-up with others after my wandering around activities?

How many hours a day do I spend in my office?

How might I reduce my in-office hours?

(excerpted from [I'm in the Principal's Seat, Now What? The Story of a Turnaround Principal](#) p.27)

Letter to a principal Justin Tarte, St.Louis, Missouri

www.justintarte.com

- ▶ “Will you please come to our classrooms more often? We are really doing some awesome, innovative and creative things with our students, and we would love to share our experiences and successes with you and your staff.”



SMART DELEGATION

- ▶ Strengths
- ▶ Talents
- ▶ Likes

What do I like to do?
What am I good at?



Bill Gates

- ▶ “As we look ahead into the next century, leaders will be those who empower others”.



Thoughts on Delegation..



MY DELEGATION OPPORTUNITIES

- ≡ Who are my closest support people?
- ≡ What are their strengths?
- ≡ What are their roles?
- ≡ What might be a few of our top priorities for school improvement?
- ≡ Who might be interested in working on these projects?
- ≡ Who can I call on to support our initiatives?
- ≡ Who might have been overlooked for leadership opportunities in the past?
- ≡ Which parents or community members might like more involvement?
- ≡ Who is often voicing ideas and making suggestions?
- ≡ Who might like to switch roles?
- ≡ Which of our new faculty members might have been overlooked?

(excerpted from *I'm in the Principal's Seat, Now What? The Story of a Turnaround Principal* p.38-39)

COLLABORATION

Smart Delegation Leads to Cohesive Collaboration....



COLLABORATION:

Two or more people working together towards shared goals



School Based

Management/Shared Decision

- ▶ Sign-up/area of interest
- ▶ Budget
- ▶ Curriculum
- ▶ Personnel
- ▶ Discipline
- ▶ Social



- ▶ General monthly meeting/reports

CHANGE

- ▶ Attendance
- ▶ Block Schedule
- ▶ Middle School Conversion
- ▶ SARP
- ▶ Uniforms
- ▶ Report Cards

"THE SECRET OF
CHANGE IS TO FOCUS
ALL OF YOUR ENERGY,
NOT ON FIGHTING THE
OLD, BUT ON BUILDING
THE NEW."

– SOCRATES



CELEBRATION

- ▶ **“CELEBRATE WHAT YOU WANT TO SEE MORE OF”**

Tom Peters, author of In Search of Excellence

What do you want to see more of?



Mary Kay Ashe

Inspirational Business Leader/Founder of Mary Kay Cosmetics



Teachers, Students, Parents

- ▶ Attendance
- ▶ Honor Roll
- ▶ TV
- ▶ Birthdays
- ▶ Holidays
- ▶ Student of the Month
- ▶ Milestones



CULTURE & CLIMATE

The foundation upon which everything is built.



Diane Ravitch, Reign of Error

- ▶ “Genuine school reform must be built on hope, not fear; on encouragement, not threats; on inspiration, not compulsion; on trust, not carrots and sticks; on belief in the dignity of the human person; not a slavish devotion to data; on support and mutual respect, not a regime of punishment and blame. To be lasting, school reform must rely on collaboration and teamwork among students, parents, teachers, principals, administrators and local communities.”

How Important is it?

- ▶ **Rethinking Principal Evaluation (NAESP/NASSP)**
**[https://
www.naesp.org/rethinking-principal-evaluation](https://www.naesp.org/rethinking-principal-evaluation)**
- ▶ **Culture...one of six domains**
- ▶ **George W. Bush Institute**
“Forty-Three states include developing a positive school culture in their standards for principals”.
<http://www.bushcenter.org/george-w-bush-institute>

New Positions..Interested?

- ▶ **Dean of School Culture/Achievement First**

<http://www.achievementfirst.org/>

Connecticut, New York, Rhode Island

25 schools in five cities.

- ▶ **Director of School Climate/ Baltimore Public Schools**

<http://www.baltimorecityschools.org>

Job Description

- ▶ The Dean of School Culture models how to build strong, mutually respectful relationships with students and families and supports teachers to do the same.
- ▶ The Director of School Climate provides oversight in the development of school climate improvement strategies.

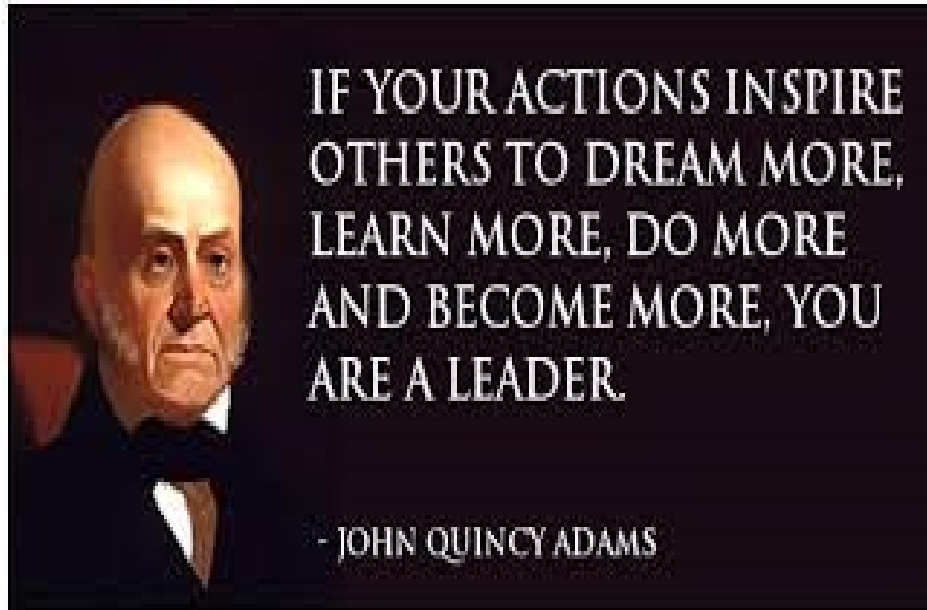
Take a moment to Reflect



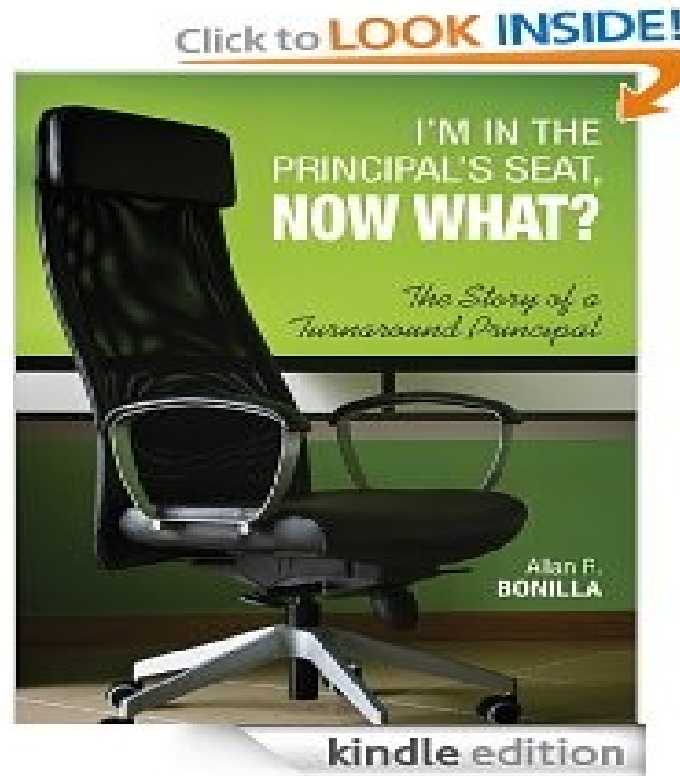
- ▶ **What do I do to focus on teachers?**
- ▶ **What do I do to show I care about students?**
- ▶ **How am I showing my interest in parents?**
- ▶ **In what areas am I a role model for faculty and students?**
- ▶ **In what ways are we receiving feedback from parents, students, and faculty?**
- ▶ **How are we making our school a happy place?**
- ▶ **How do we set the tone and walk the talk?**

(from “I’m in the Principal’s Seat, Now What?” p.10-11)

John Quincy Adams 6th US President



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Contact information

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