EDA 611: Summary of 11.08.23 Zoom Session

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EDA 611: Pro Development Seminar I

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Clear Administrative Services Credential Program

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**Assignment: Please provide a 2-3 page summary of the Zoom Session Class Content for November 08, 2023.**

**Intro and The 21 Responsibilities of the School Leader:**

Introduction of agenda by Professor Bernstein indicating Research, The 21 Responsibilities of the School Leader, Two Types of Change, Doing the Right Work, and A Plan for Effective Leadership. Professor Bernstein wants to discuss the The 21 Responsibilities of the School Leader. He states that everyone of them are important. Showing the willingness to listen was complemented by Eric Hammond’s paper stating cohesion of the staff, creating a positive culture at the school site. Discipline slide focuses on the leadership ability to stay focused, not a conversation about behavioral strategies. Having a discipline to stay true to the mission and vision and not ot get distracted or overwhelmed by not saying Yes to everything, to stay focused on what the priorities are. Number 7 focuses on Flexibility to leverage personnel and resources. Number 8 focuses on realistic and attainable goals. Number 9 elaborates on Ideals and Beliefs that can identify what is a good school and what is good teaching. Number 10 discusses Input and the willingness to seek objective feedback that promotes collaboration. Number 11 focuses on opportunities to promote Intellectual Stimulation. Professor Bernstein says that he needs to do more of this one. Number 12 is having Leadership as Instructional Leaders that get their hands dirty with actual Involvement in Curriculum, Instruction, and Assessment-showing interest and knowledge of the theory to concept for implementation (Number 13). Number 14 follows up with the accountability for Monitoring and Evaluating the implementation of the program or instructional practices with understanding and the fidelity of resources. Number 15 focuses on the inspiration to accomplish goals via efficiency or Optimization and having a positive attitude. Order is number 16 that creates structure, routines that are consistent. If things are not orderly, things fall apart. Number 17 focuses on Outreach to community stakeholders which also segues to Number 18 Relationships among all stakeholders, faculty/staff especially. If the people don’t like you or respect you, it’s hard to get things done. People don’t want to work for and with you. Number 19 talks about the fidelity of resources to accomplish goals and responsibilities. Teachers often leave the profession because they don’t feel like they have the proper resources to accomplish their jobs. Number 20 focuses on Situational Awareness or Emotional Awareness about the pulse of the school and what is going on (e.e., what time of the year are people more stressed out). Lastly, Managing by wandering focuses on Visibility.You don’t need to be an expert on everything, but if you show your vulnerability and your honest is foundational to the promotion of all stakeholders while investing in their lives as human beings that happen to educate. Eric Hammond wants to learn more about the curriculum element. I think that Visibility is a desire but a challenge do perform consistently due to all of the other responsibilities to negotiate. I also agree that I need to get better about providing feedback

**A Plan for Effective Leadership**

This part of the class recaps the paper written on developing a Plan for Effective Leadership. A principal needs to distribute the responsibilities of the leadership team to complete their piece as the author or the principal might have the balcony view. Also, having the Leadership team to do the right work for its area of focus. Also, prioritizing as a first order change or a second order change. Dealing with dramatic or less dramatic change. Also, the management style changes based on the first or second order: Develop a strong team, distribute responsibilities, select the right work, identify the magnitude implied, and match the management style to the task.

Eric Hammond responds states that their present team are all really good at their jobs, in their own wheel house. They meet weekly to collaborate holistically. The leadership team is vital and matching management style is pertinent to support collaborative learning. Having a team in place that is flexible and can prioritize and readjust accordingly must be part of the demeanor of the team to achieve overarching goals to have an invested interest in what is going on. It takes the leader to cultivate the personnel to complement the strengths and find ways to have their weaknesses complemented by the existing team members. We are all pulling the rope in the same direction, whether or not you are a principal or a custodian. Professor Bernstein says you have to trust people want to do a good job. People want to be treated like professionals. They don’t want to be micromanaged. Eric Hammond stated his raise was a real motivator, incredibly encouraging collectively. It’s nice to see and feel that the state is putting their resources in the right place to make people feel valued. Professor Bernstein refers to a teacher that creates magic and should get paid as much a surgeon. There is a level of frustration that is going to lead to a deficit of available teachers due to attrition and retirement.

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Interviewed people with remorse but to consider the “why” to humanize the individual that has arrived a point in their lives that life does not have a sacrosanct place in their perspective that is not a normal way of thinking. The increase of mental illness is only going to complicate the teaching profession; however, the author states that getting in front of the situation by being hyper aware of the student’s mental wellness and to provide viable resources and interventions to encourage an individual before arriving at a place before it is too late. A reference of the Virginia Tech shooting indicated that there were a lot of signs and many people worried that voiced their opinions. Especially at the high school level, to be very aware. High school is complicated and requires really detailed and strategic emergency plans with a secure campus. Also, with personnel, like PSA and PSW, or SCA supports to provide for intervention help that is specific to identifiable risks that might manifest itself in a dangerous way. The school needs to be proactive and to be heighten awareness to identify the signs, the signs are there and the school leaders need to be more proactive.