

Rosman Elementary School-School Improvement Team
March 6, 2017
Open Session Minutes

The RES School Improvement Team met at 3:30 p.m. in the school library, the rest of the staff was also invited to attend.

Members present: Janet Powell, Nathan Duncan, Laura Russo, Alyssa Miller, Monica Bickford, Nicole Moman, Claire Fenner, Megan Rembert, Michelle Cabe, Alex McGarry, Stacey Heaton, John Brinkley, Anneme Suttles, Jennifer Worley, Jaime Belsey, Lystra Keever, Debby Masengill, Stephanie Bell, Kasey Shook, Anna Poteat, Tammy Buckner, Jane Hamilton, Crystal Whitman, Scott Strickler, Audrey Reneau, Jeremy Gibbs

Leader in Me Presentation:

Michael Armstrong is here to present information about Leader in Me Schools. He is a veteran educator (17 years) first and foremost and does this program because he can't imagine doing education without it. Mr. Strickler began the meeting by saying all schools in the county are being asked to come up with a theme for their school and this program is an option for us.

- We began with a video and discussion about leadership and what it means to us
- Worked at A.B. Combs elementary where the Leader in Me Program began, he said "We weren't trying to start anything new, we were trying to save ourselves, and then people began coming to us asking us what we were doing."
- What if you didn't wait until people were adults to start teaching them leadership skills, what if we start owning it now and change something?
- Community and teachers/staff were involved in "creating" their own dream school, there was buy in from everyone. The idea isn't to copy others but to create your own "Dream School"
- Had everyone get up for an activity to draw everyone's attention to the overwhelming amount of people who's memories about school have an emotional tie...but the overwhelming majority of our PD is academic focused, is there a problem with this
- This model is about teachers being a facilitator and our children taking the initiative to be leaders (Even students at A. B. Combs helped with the interview process for new teachers). Everything that is being done in our building can be done by children
- Children are wasting so much mental capacity on what they can and can't get away with, with certain individuals instead of teaching them one way to interact with EVERYONE
- 7 Habits was the go to system because it was the only system with values that were universal and timeless in ALL cultures
- 7 Habits is about building Leadership, Academics, and Culture all at one time instead of breaking them down one at a time and getting to them when you can. If the culture is not structured correctly we have a lot of teacher work instead of students working hard for all
- Biggest complaint is: "When do we have time for this?" Leader in me is not a program it is an operating system, you should be taking more things off your plate because they don't line up with where your school wants to be- you should be taking more things off your plate than you are adding on
- When this is first rolled out make it SO great that parents come in craving information about it instead of us selling it to them-when this is incorporated correctly this becomes VERY personal- you need to know the reason why you are teaching, why do you do what you do?
- Habit 1: Be proactive- We are rescripting kids to own it before they assign it on someone else
- Habit 2: Begin with the end in mind- we have to run our classrooms this way or we are going to get burned out, when we start this if we have people who don't LOVE it we have to help them find something else to do
- Habit 3: First things First- Having the school culture to realize when a kid NEEDS something it is more important than a due date

- Habit 4: Think win, win: This is an abundance mentality...everything is not a competition, open door we need to be willing to share everything --PLC's sometimes struggle because we don't have the trust
- Habit 5: Seek first to understand then be understood- This cannot be quick, question, process - we need to teach ourselves to breath and listen
- Habit 6: Synergize- Working together is the end result being so awesome it could not have been done alone
- Habit 7: Sharpen the Saw- The one parents are usually the worst at - We never put ourselves first because there is perception that this is selfish, we need to create a culture where it is ok to say it is Tuesday at 3:30 and I am heading to the gym....there should be NO guilt
- 7 Habits is about creating a culture that is larger than a person, we don't want to build this around a person because if they leave they will take it with them
- Even when students leave the school and go somewhere else they will take this culture and belief system with them and use it to help themselves and others be successful
- Challenges us to ask students when we visit Avery's creek to see what the real effect of this program is
- It takes 3-5 years to implement this program but what we are seeing from A. B. Combs is change after 18 years of work
- This is crock-pot cooking vs. microwave cooking we want fundamental change
- We have to ask ourselves are we willing to risk good for great
- We can work with our salesperson to make the contract for 1 year instead of jumping into the whole thing, we will lose nothing from all the knowledge that will be gained in the first year- Let's get started and see what happens mentality
- PBIS based on extrinsic instead of intrinsic reward, kids are only doing what will get them noticed "clipped up"
- Malcom Baldrige is the nuts and bolts Franklin Covey is the big picture- we can integrate these two ideas
- We have a group of people Trailblazers: In all the way, want to do it right now, Pioneers: ready to work through it and implement, Settlers: Have lots of questions want to know HOW its going to work, Nomads: Not on the same page- their heart is good they just think the system is broken - don't worry about them, they need the culture change more than anyone and after it happens they will be in front of everyone else, last group is the Snipers: they shoot down everything in this building -- if we want to bring about any change we have to get the snipers out we need unity, not cookie cutter everything the same but everyone working for the same goal

At the end of meeting rest of staff left and the SIT met with Mr. Armstrong to discuss. He mentions Malcom Baldrige saying we are too concerned about consensus we need to work on momentum. If there are ten people on fire- they can lead others to help make that change. We need to be cautious to say everyone is on board and instead be concerned with setting a group on fire to help us get rolling with whatever program we decide on. We have spent decades of education arguing with who should teach these values and no one stood up and did it.