



Diagnosis: Principal Failure Rx: Listen, Act, Cure

Shaping Your Culture for Learning

*At right: Happy educators from
Ridge Road Elementary School!*



Agenda

Session Topic	Estimated Time
Welcome	5 minutes
Introduction and Setting the Context	5 minutes
Creating Opportunities for Distributed Leadership	10 minutes
Gathering Data on Me	5 minutes
Acting on Data: Staff Voice and Trust	10 minutes
Results	5 minutes
Question and Answer Session	10 minutes

Public Impact & Opportunity Culture

We are a team of professionals from many backgrounds, including former teachers and principals. **We are researchers, thought leaders, policy experts, tool builders, and on-the-ground consultants.**



Students at Ranson IB Middle School
Charlotte-Mecklenburg Schools, NC



Public Impact's mission is to **dramatically improve learning outcomes** for all students, with a focus on low-income students, students of color, and other students whose needs have historically not been well met.

Opportunity Culture Fellows



Who am I?



The Birth of Ridge Road Elementary



The Captain of a Sinking Ship

The State gave us a D with a need for additional targeted support



41% of staff chose to leave

The Prescription



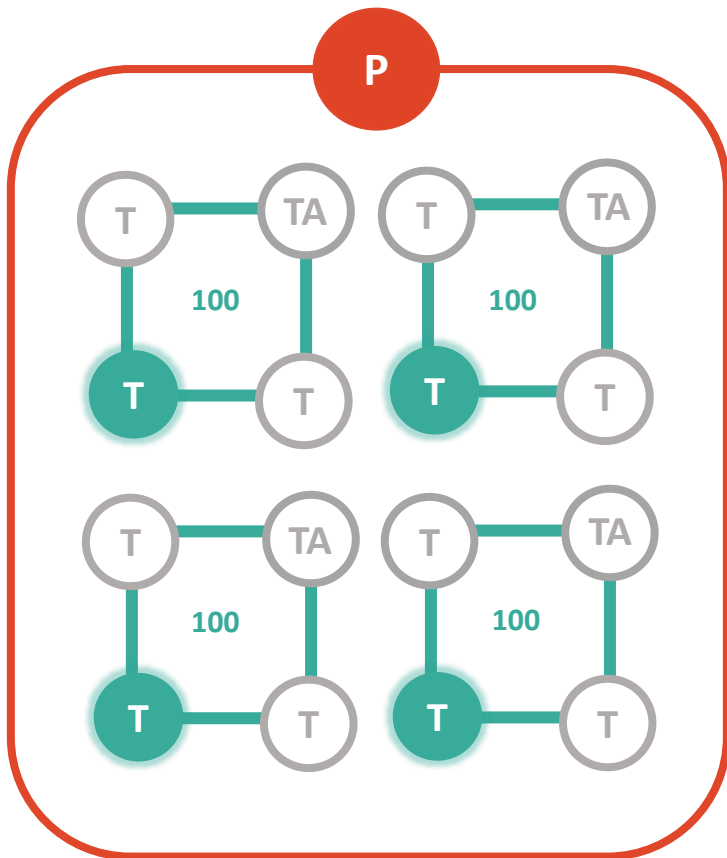
Core Leadership Team

- Diverse backgrounds and viewpoints
- Not necessarily my supporters
- Developed norms
- Honestly assessed and addressed issues
- Used agendas, roles, consistent meetings
- Communicated with staff



How Opportunity Culture Helps

Opportunity Culture extends the reach of excellent teachers



Great teachers can lead teams, support colleagues, and reach all students.

When great teachers lead small teams:

- Students gain consistent access to **excellent teaching** through leadership and collaboration.
- Great **teachers advance** by moving up but not out of classroom and earn more.
- Teachers get **daily support** from great teacher-leaders, so they can keep improving, meeting needs of all students.
- Principals drive change through **distributed leadership**, saving time and improving instruction.

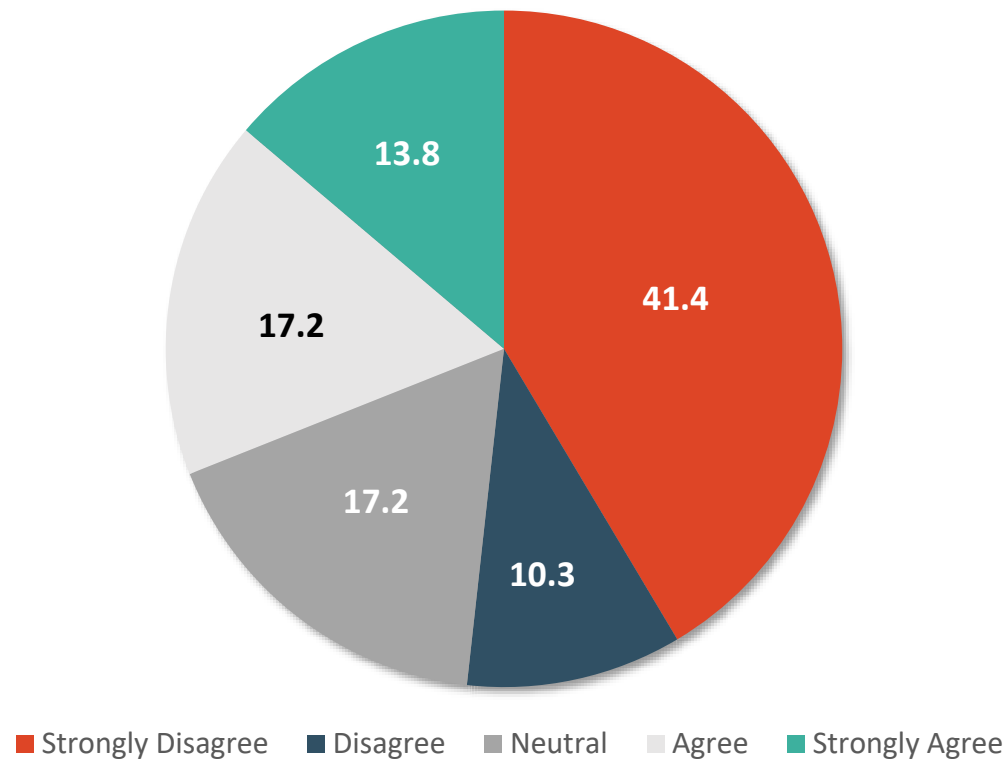
Extended Leadership Team

- Diverse backgrounds and viewpoints
- Honestly assessed and addressed various elements of the school
- Used agendas, roles, consistent meetings
- Communicated with staff



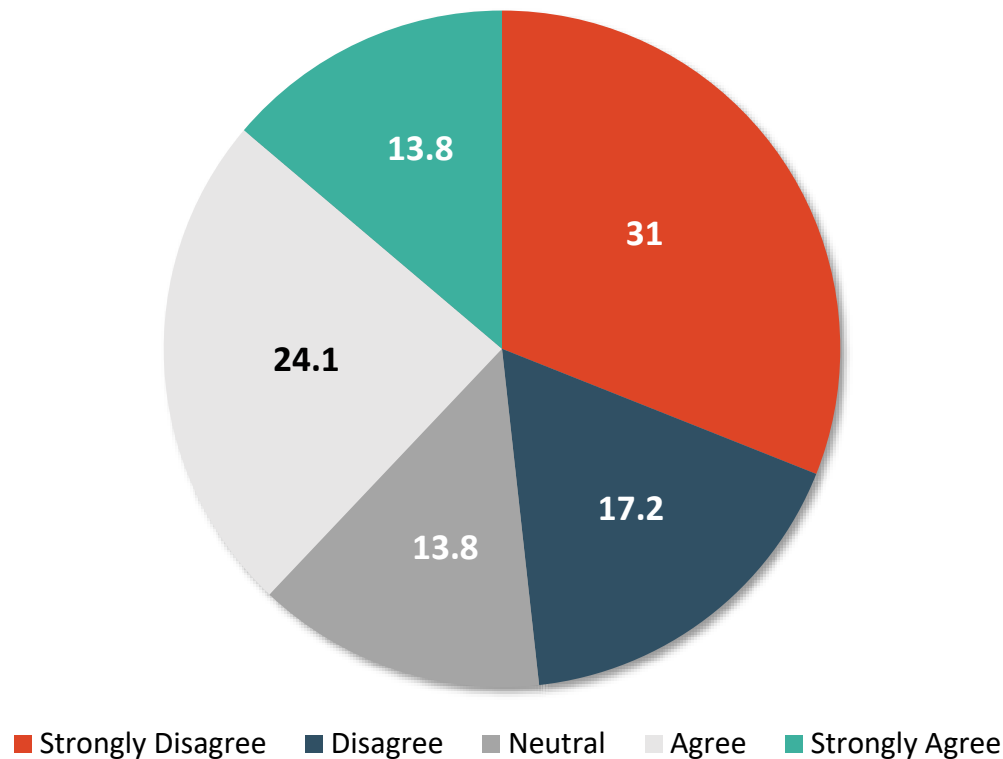
Gathering Data About Me

My principal is open to new ideas that improve the school no matter who suggests them.



Gathering Data About Me

My principal confronts problems with honesty.
I can trust my principal.



Acting on the Data: Collaboration

- Development of the Staff Handbook
- Creation of the Master Calendar with designated events
- Creation of committees based on levels of HRS
- Used agendas, roles, consistent meetings

***Ridge Road Elementary School
Special Events 2019-2020 Meeting
April 29, 2019***

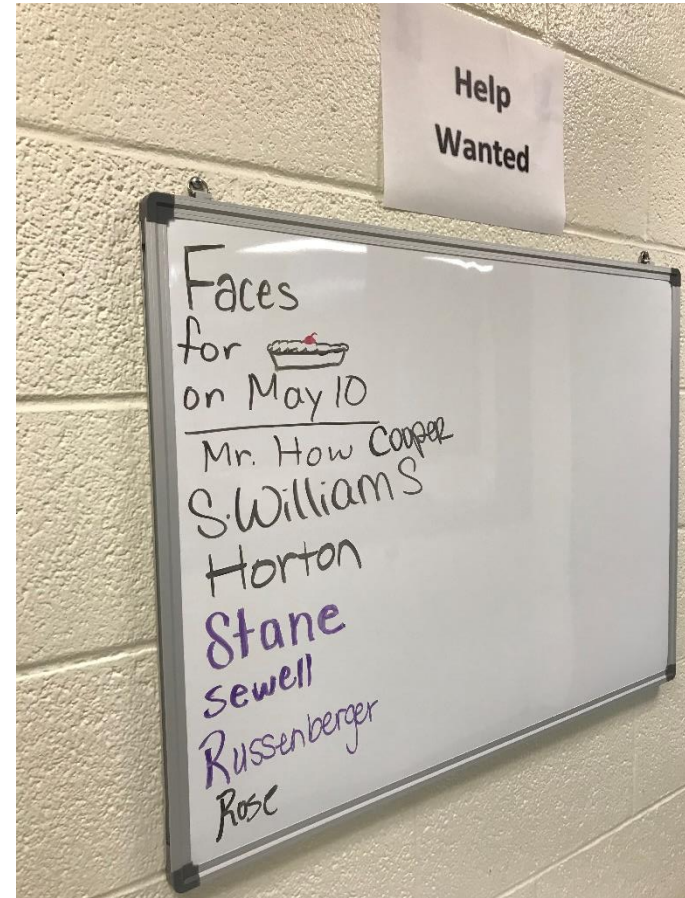
TIME & FACILITATOR	INTENDED RESULTS	LEARNING EXPERIENCES	TOOLS, MATERIALS, EQUIPMENT
2:50 How	Establish a positive working environment	-Welcome -Agree to Norms -Paws of Praise -Assign Roles	SmartTV Roles
2:55 How	Determine events for 2019-2020	-Members will reflect on results from survey -Using calendar of events, members will assign events	SmartTV Survey Holidays Awareness Calendar
3:15 How	Next steps	-Members will determine necessary details for each event	Plan

Acting on the Data: Feedback

Type of Feedback	Purpose
One-on-One Meetings with New Staff Members	Answer the following: What have you liked thus far? What would have made the first half better? How can I support you for the remainder of the year and beyond? Anything else you would like to share.
Survey Monkey Survey: Suggestion Box	Staff can suggest anything they like with the option for a response; items shared in weekly agenda
Survey Monkey Survey: I Need to Vent!	Staff can share what they like anonymously without worry of repercussions

Acting on the Data: Trust

- To support communication among staff I had two boards placed outside the mailroom: One for Help Wanted items and one for sharing events in the lives of staff members
- I placed birthdays cards in mailboxes

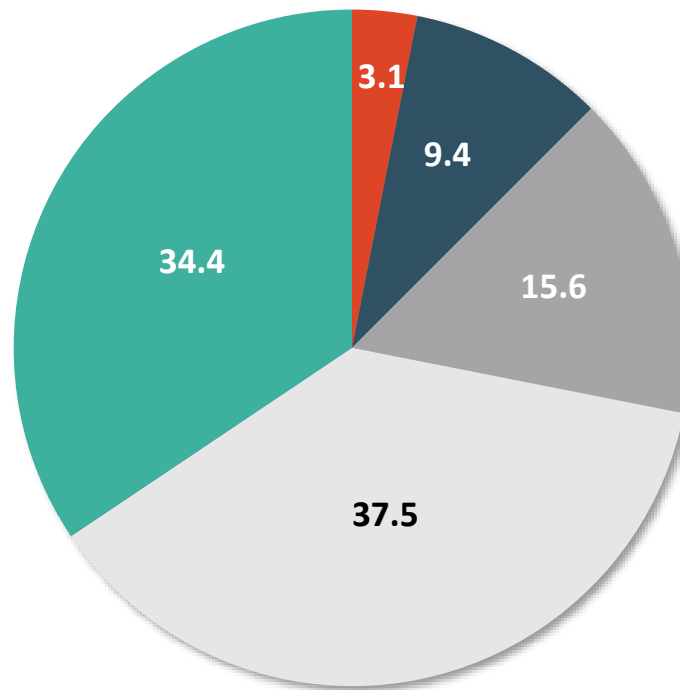


Acting on the Data: Plain Ole Fun!



Assessment of Plan: Voice

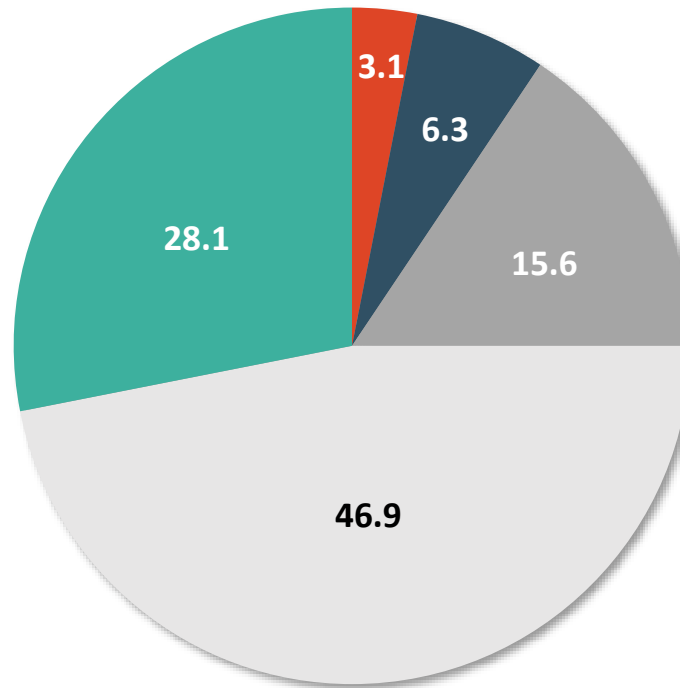
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Strongly Disagree Disagree Neutral Agree Strongly Agree

Assessment of Plan: Trust

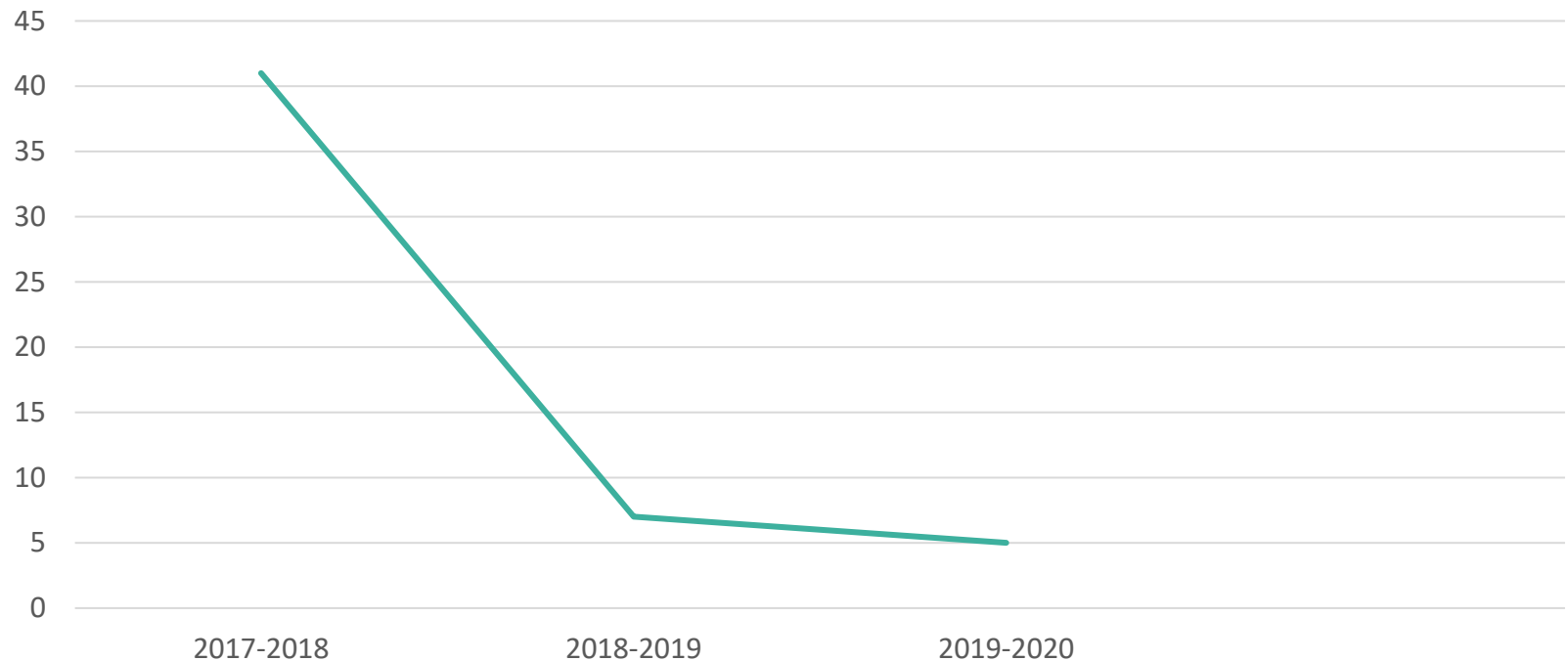
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Strongly Disagree Disagree Neutral Agree Strongly Agree

Assessment: Teacher Retention

Percentage of Certified Staff who Chose to Leave Through Retirement or Another Nearby Opportunity



Assessment: Further Recognition

- Public Impact survey data exemplified positive support of OC implementation
- 3 certified staff members from other district schools transferred to us in 2020!
- Recognized by district administrators in a school board meeting for the progress made at Ridge Road.
- I was chosen to serve as an OC Fellow for 2020-2021

Final Words

“I am so honored to work with you. I have heard that in your career, you are lucky to be able to work with one or two effective principals. I have had the honor to work with three...Currently, my effective principal is you, Matthew How. The collaboration and collective leadership at Ridge Road Elementary is amazing. I am in awe of your leadership skills and am soaking up as much as I can...”



Thank You

Contact Us:

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Sources

- [Survey Monkey](#)
- [Principal Pulse Survey](#)
- [Sample Agenda for Meetings](#)
- [Master Calendar Example](#)