Culture Eats Strategy for Breakfast!!! Peter Drucker

Bringing a Coaching Perspective into Creating and Maintaining a Positive School Culture for Everyone!!!

Aaron Barnett: Principal Pleasant Lea Elementary - Lee's Summit School District

My Journey and how I ended up here today

Always take the time to know someone's journey. How and why did they end up in front of you?

Everyone has an unique route that leads them to you... this is my unique route.

Professional Experience

Teacher for 17 years at the Elementary, Middle, and Secondary Levels (6 school districts 10 schools)

Assistant coach in Football, Basketball, Wrestling, Track, and Softball.

Head Football Coach for 14 years

4 years as Assistant Principal at the Secondary, Elementary, and Alternative High School.

Currently in my 3rd year as an Elementary Principal

Eudora High School (4a) 1998-2001 30-10

1st year won 6 games.. Most since 1972

First conference championship and playoff win

Washburn Rural High School (6a) 2002-06 18-18

Previous 5 season won 8 games

Shawnee Mission Northwest (6a) 2006-11 35-25

Previous 2 years won 2 games

First conference championships in history

Administration Duties

Moved from classroom to SM West high school last quarter 2012

Alternative School Assistant Principal 2012-14

Moved at semester to half time Elementary Assistant Principal and half time Alternative School for 3rd quarter. Fourth quarter moved full time to Elementary School Assistant Principal 2014-2015

2014 began as full time Elementary Assistant Principal, moved in start of 2nd quarter to half time between two Elementary Schools. At semester moved to full time Assistant Principal at Elementary School. 2014-15

Principal PLE 2016-Current

* Programs don’t save kids, people save kids! Be cautious about spending all of your time trying to invent the “Next Great Plan”

* Great leaders don’t succeed because they are great. They succeed because they bring out the greatness in others.**-Jon Gordon**

* “People don’t care how much you know until they know how much you care.”**–Theodore Roosevelt**

* “It is better to light a candle, than to curse the darkness.”**–W.L. Watkinson**

* “After climbing a great hill, one only finds that there are many more hills to climb.”**–Nelson Mandela**

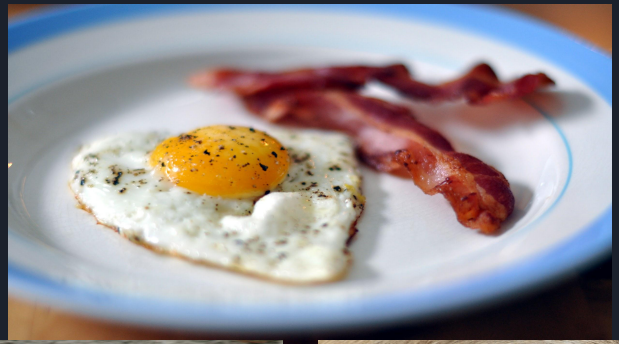
* “I ain’t never been nothing but a winner!”**–Bear Bryant**

Culture will develop with or without you.....

It is ALWAYS a work in progress.. The only finished product occurs in a coffin.

You must know what you are and what you are not.

Are you COMMITTED to having a positive school culture..... or are you INVOLVED ?



Climate and Culture
Principal Kafele

“ I never teach my pupils, I only attempt to provide the conditions in which they can learn” Albert Einstein

Culture and Climate… think of it this way

Your **Climate** is the Temperature Reading on the thermometer….

Your **Culture** is the Thermostat

One dictates what the temperature will be, one simply reflects the temperature it is surrounded by..

Which one are you?????

Are you a thermometer….

Or are you a thermostat

There are 5 major stakeholders that contribute to creating the culture of your school.

- Administration Team (APs, front office staff)
- Staff- Both Certified and Classified
- Parents
- Colleagues
- Community

There are 8 characteristics that I feel that are the most important in developing to ensure a positive school culture.

- Trust
- Opportunities to Learn/Improve
- Ongoing communication
- Teamwork
- Responsibility and Accountability
- Meaning/Purpose
- Cooperative Decision Making
- Clear Goals and Strategies

TRUST

Do what you say you are going to do.

Be honest and open… undersell and overdeliver.

Be Yourself.. Don’t be what you think you are supposed to be.

How do people spell trust?? T-I-M-E!!

Provide Opportunities to Learn (Improve)

Coach your assistant coaches...everyone is your assistant coach!

Model the little things… talk about the big things

Clear expectations for learning.

Everyone knows exactly what it looks like….because you showed them!

Ongoing Communication

The void from lack of communication is quickly filled with negativity!

Be consistent with types of communication, there is no wrong communication but make sure people have an opportunity to find past communication.

Administrators have between 65-80 conversations a day, and the average length of those is 18.5 seconds..

Teamwork

Align your players in positions that they can experience success.

Put the ball on a tee before you throw live pitching.

Build and learn from your peers.. Reach out your hand first.

Hold hands in the huddle!

Responsibility and Accountability

Everyone is always watching how you handle difficult situations, make sure you take your time and get it correct.

“Treat every man like a gentleman, not because they, are but because you are.”

Put yourself in positions to notice positives.

Accountability looks different to every one of your players
Make sure you know what makes each one tick.

Meaning/Purpose

Always take time to explain your ‘Why” on everything you present to the team.

Must always take the time to know each players why… RELATIONSHIPS! Admin Team, Staff , Parents, Colleagues, Community

Post it,celebrate it, revisit it, communicate it, share it. LEARN FROM IT!

Cooperative Decision Making

Everyone has to feel like they matter

Make sure there is a clear process for everything

Input helps the leader make decisions

Straw polls helps build up everything we have talked about

Clear Goals and Strategies

Everyone runs faster when they know where the finish line is!

Communicate the big picture clearly , and often !

Staff and Parents want to know about the short term plan. The Head Shed wants to know about the Long Term Plan!

“If you want to build a ship, don’t drum up people together to collect wood and don’t assign them tasks and work, but rather teach them to long for the endless immensity of the sea.” -- Antoine de Saint-Exupery.

Instead, team members should be fully aware of the “big picture” and realize how their individual responsibilities are part of a larger strategy.

Don’t teach team members to hammer planks. Talk to them about the ocean!!!!

Where do I start???

If you won an award, who would be the first person you would tell?

Never underestimate the value of a PEP TALK!

Questions from the Audience

Thank You!!!

Aaron Barnett Twitter @PrincipalAaronB

Pleasant Lea Elementary School

700 SW Persels Road

Lee's Summit, Missouri 64081

aaron.barnett@lsr7.net

816.986.1230