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A Leader's Mindset:  
Creating a Culture that Maximizes  
Achievement For All Students

National Youth At  
Risk-West  
San Antonio, TX  
October 2016

## Think , Pair, Share

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- Look at the quote on the next slide. Take a few minutes to analyze it and make note of your reactions
- Be prepared to share your thinking with the group

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“Leaders are visionaries with a poorly developed sense of fear and no concept of the odds against them.”

Robert Jarvick

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Share your thinking

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This session will be  
successful if...

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Share your thinking

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Who Am I?

# The World Is Changing

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# The world our children grow up in - world class knowledge?



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Mindset, what is it? Is it  
important, if so why?

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Leaders often struggle to create positive change because they fail to enter into the conversation that is going on in the minds of the people they are trying to influence

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# First Order and Second Order Change

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“The measure of success is not whether you have a tough problem to deal with, but whether it is the same problem you had last year.”

*John Foster Dulles, former Secretary of State*

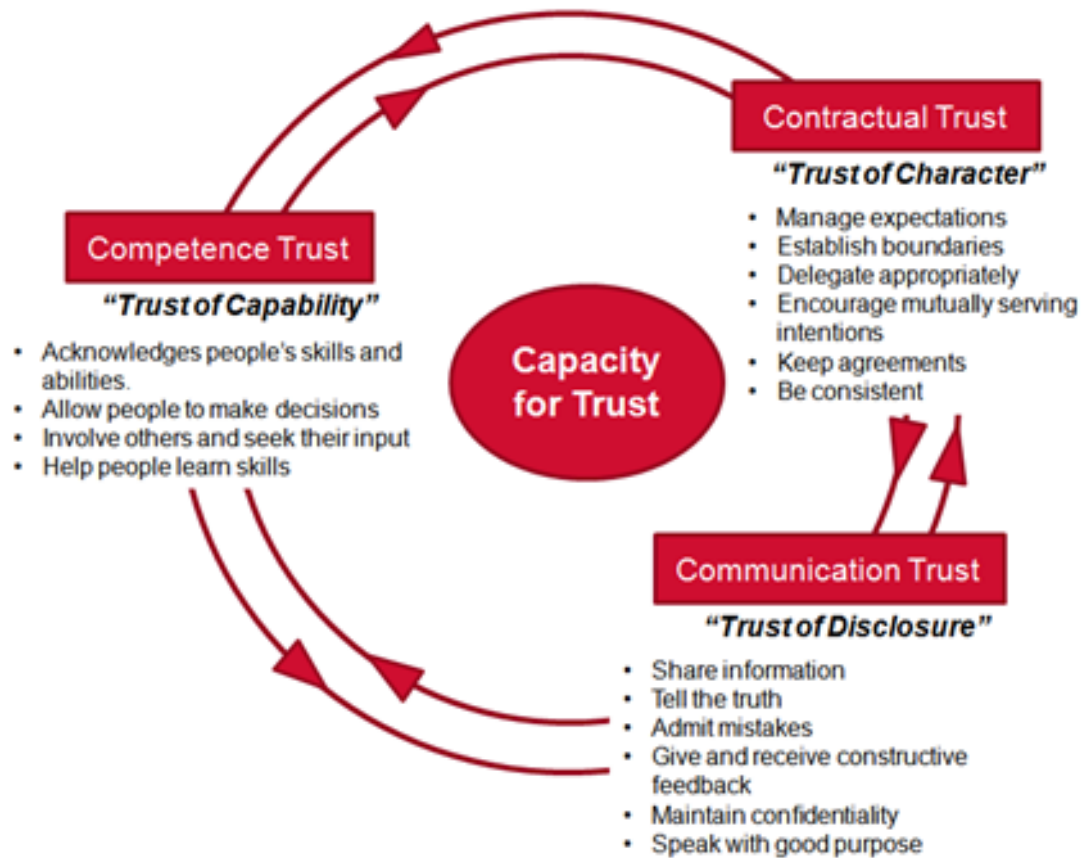
# Essential Leadership Quality

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- **Honesty**

- Is is the number one most admired quality in a leaders
- Is directly related to trust, without trust an organization is doomed to failure

# Building Capacity for Trust



# What Distinguishes Successful Schools

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- Consistently reinventing themselves
  - No plateaus, always moving forward, looking at new ways to meet the needs of all students
- Realize that the “opportunity set” is always changing
  - The external environment
- Understand that the “skill set” must change to meet the changes in the external environment



Every school is perfectly aligned  
for the results it gets.

# Circles of Influence

Where do you spend your time?



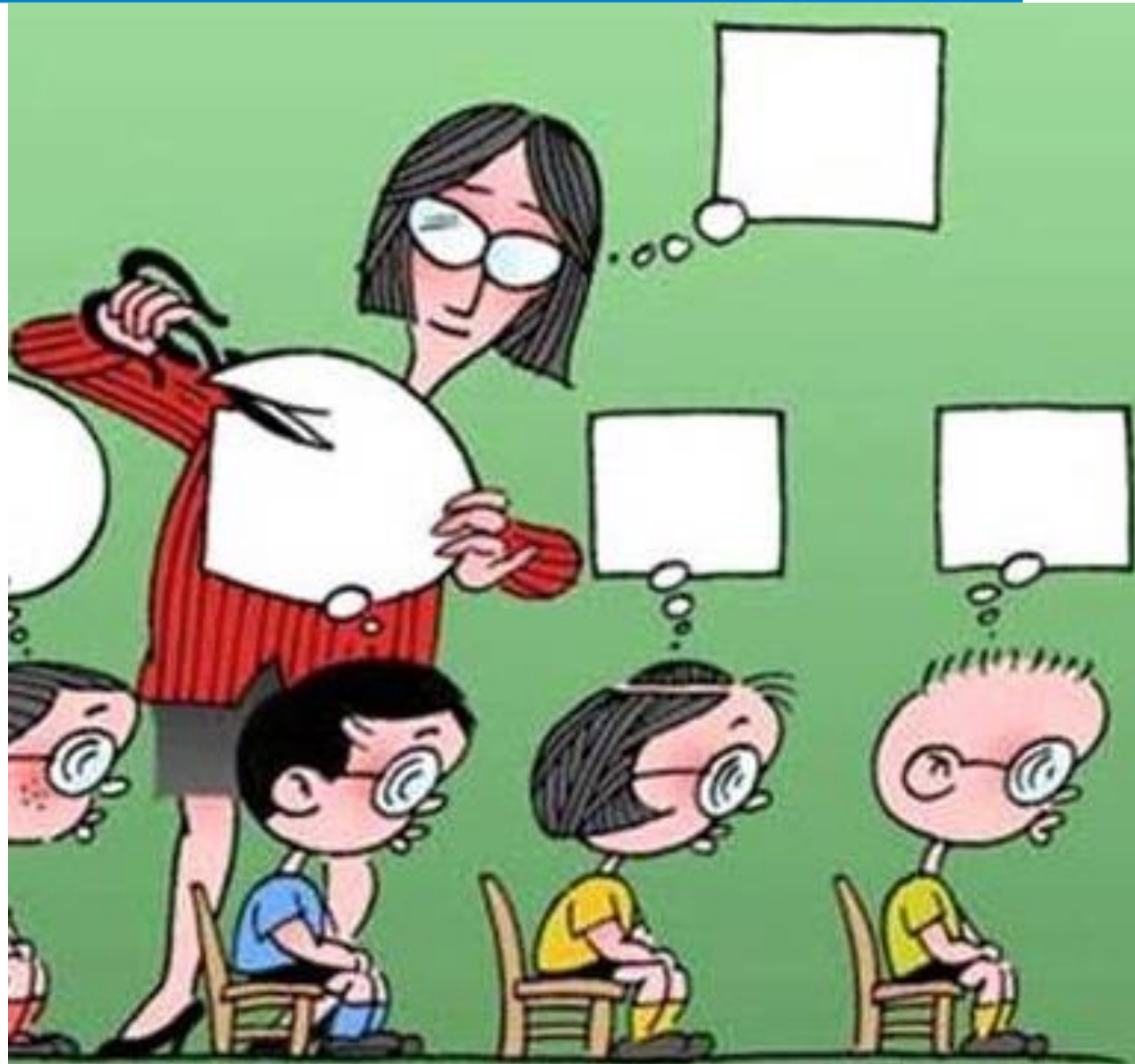
# Healthy Schools

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- Healthy Schools
  - Create a collaborative culture
  - See the value and contributions of all
  - Give and foster trust
  - View the success of one as the success of all
  - Empower others
  - Celebrate successes regardless of how small
  - Create new leaders
- How healthy is your school?

# Are we operating with an Industrial Age Mindset or a 21<sup>st</sup> Century Mindset?

One Size  
Does Not  
Fit All



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Schools are perfectly aligned  
for the results they get

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# Build Relationships

(Early and often)

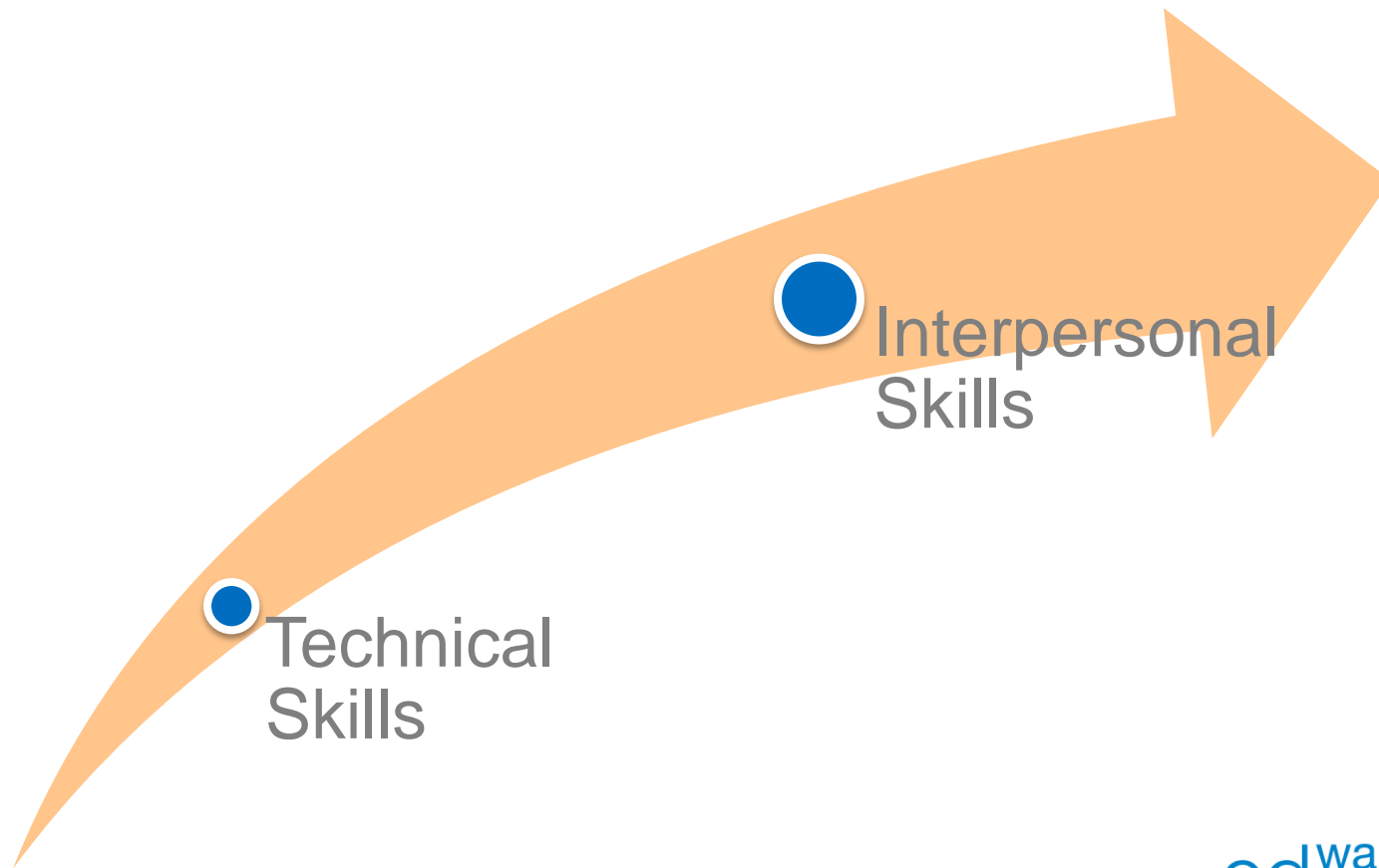
## Kid Connections:

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- 5 students a day
- 5 classrooms a day
- 1 teacher per day
- Notes and letters
- Graduating Seniors
- Movie tickets

# Engaging Students

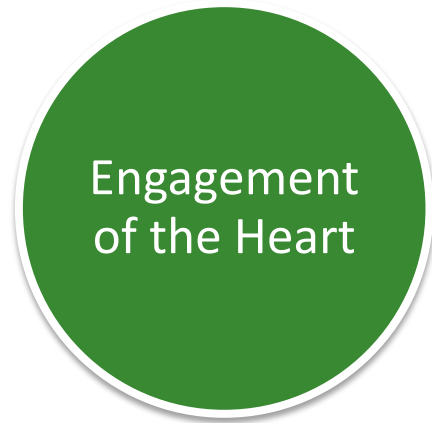
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# Types of and Process for Student Engagement

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# No Engagement of the Heart

SOUTHWESTERN MIDDLE SCHOOL  
600 Hunt Road, W. E.  
Jamestown, N.Y., 14701      423-1183

B. L. Windoft  
Principal

Robert Herring  
Adm. Dean of Students

December 16 1966

Mr. Warren Edwards  
153 Yolande  
W.E. - Jamestown Ny

Steve Edwards - 8  
Name of student - grade

Dear Parent:

Before the end of the marking period, we are taking this opportunity to inform you that your child is doing (failing poor) work in German. This appears to be because of:

- Poor study habits as witnessed by low quiz and test marks
- Failure to complete homework assignments
- Lack of interest and effort
- Lack of attention in class
- Other reasons *Steve comes almost everyday to class unprepared in one manner or another! Quite often he fails to bring his work sheet.*

So that we might work together to help your child, we invite your call to the teacher or guidance counselor listed below.

Very truly yours,  
Paul Herring Teacher  
H. J. Davis Guidance Counselor

# Adult Attitudes: Often The Elephant in the Room

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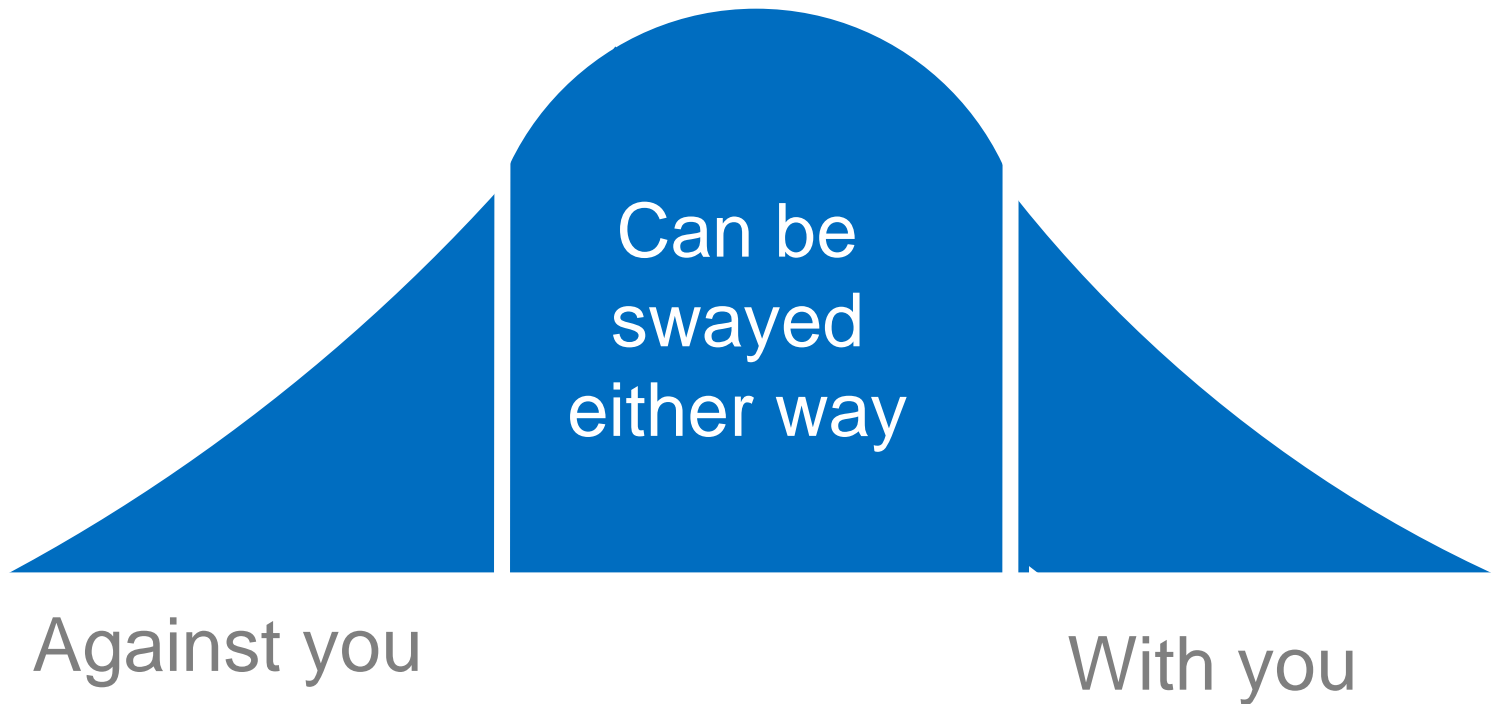
- Attitude is everything
  - Many people want someone else to motivate them
- Attitude determines action
  - Your attitude determines how you act and how others perceive you
- Your staff will mirror your attitude
  - Who you are is who you attract
- Keeping a positive attitude is easier than trying to regain one

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If you think the grass is greener  
on the other side of the fence  
start watering your own lawn

# The Bell-Shaped Curve

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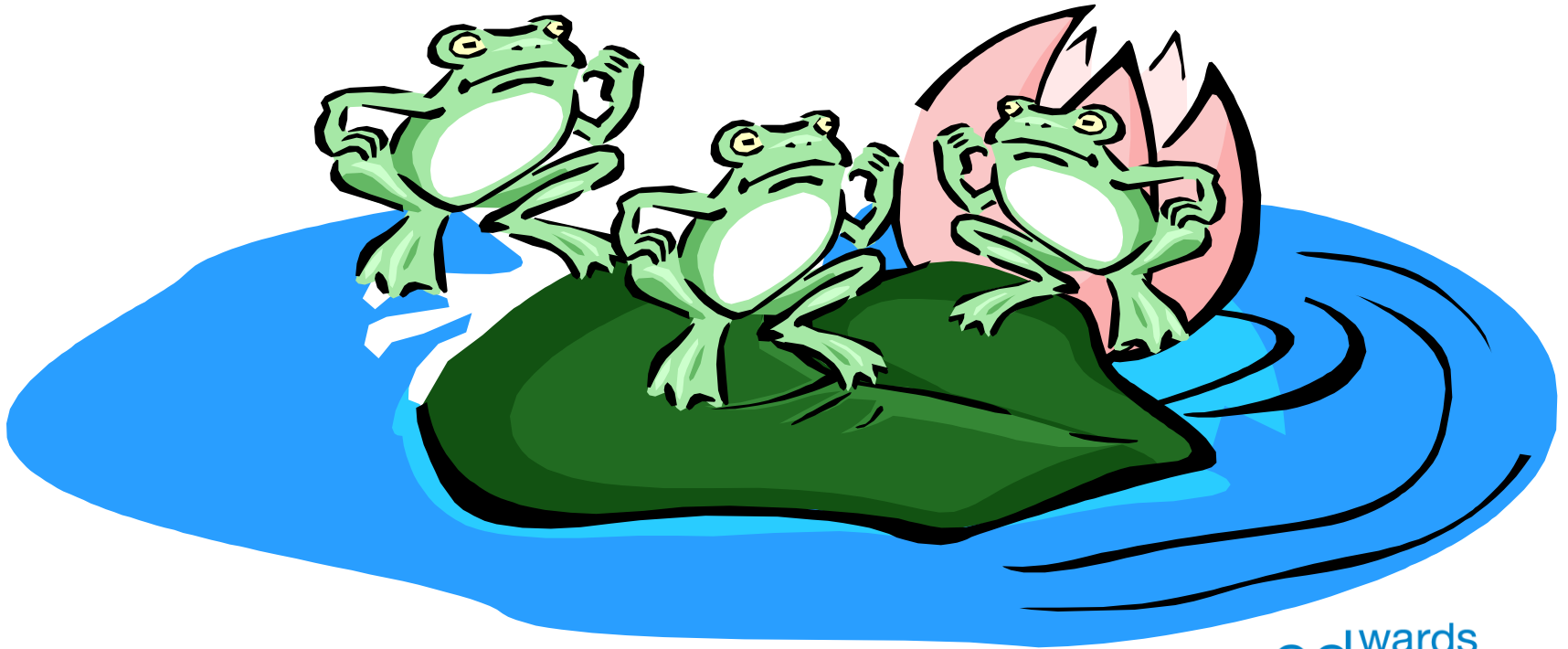


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Those who can't come up with a solution will come up with an excuse. Excuses kill achievement

# The Story of the Three Frogs

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Change because you see the  
light, not because you feel  
the heat

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# Questions/Comments



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