

PROVEN Playbook on Leadership Development and Student Engagement



If Not You, Then Who?



“ACHIEVE”

“WORK”

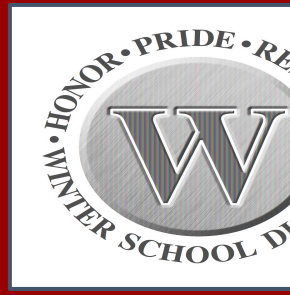


Welcome to Sawyer County Hayward & Winter, Wisconsin





PURPOSE OF OUR CONVERSATION



PRESENT 4 LEADERSHIP PLAYS THAT WORK

SHARE SOME TOOLS FOR IMPLEMENTATION

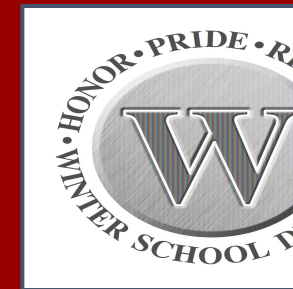
CHALLENGE YOUR MINDSET

SHOW DATA TO PROVE THIS WORKS

“WORK”



HOW WILL WE ACCOMPLISH THIS



**PRESENTATION
OF THE GAME
PLAN**

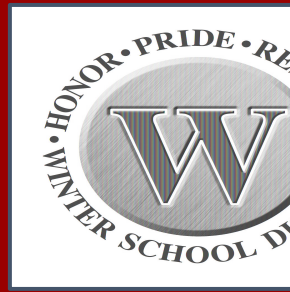
**EXPLAIN
THE
SIMPLE
DETAILS**

**WATCH
GAME FILM**

"BE THE 1"



HOW WILL WE KNOW WE ACCOMPLISHED THIS



**PLAY 1
SPEAKING THE SAME
LANGUAGE**

**PLAY 2
PEOPLE NOT PROGRAMS**

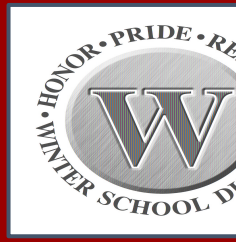
**PLAY 3
THE KEY TO SUCCESSFUL
IMPLEMENTATION**

**PLAY 4
NEVER ENDING
DOCUMENT**

“LIKE A CANE”



PLAY 1: SPEAKING THE SAME LANGUAGE



PURPOSE

PROMOTE YOUR MISSION



BUILD THE FIELD BEFORE YOU PLAY THE GAME

PROVIDE A CLEAR, NON-INTIMIDATING COMMON LANGUAGE FOR ALL STAKEHOLDERS

ALIGN DISTRICT GOALS, BUILDING GOALS, CLASSROOM AND STUDENTS GOALS

“WINTERIZE IT”



ACHIEVE

Live Like A Cane

HAYWARD'S 10 PILLARS OF EDUCATION

TECHNOLOGY

STUDENT HEALTH & SAFETY

FACILITIES & FOOD SERVICES

EXTRACURRICULARS

PUPIL SERVICES

STAFF

COMMUNITY & PARENTS

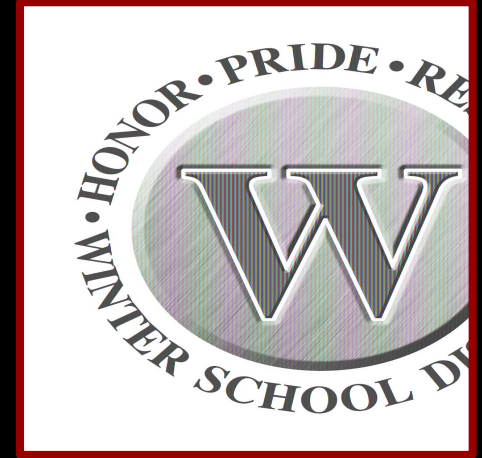
SCHOOL BOARD

CURRICULUM & ACADEMICS

FINANCES

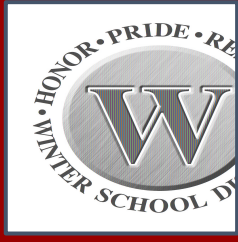
Conquest 2028

“ACHIEVE”





WIN THE DAY



OUR MOTTO DEPICTING OUR ATTITUDE

CONTROLLING WHAT WE CAN

CONTINUOUS EFFORTS TOWARDS COMPETITIVE EXCELLENCE

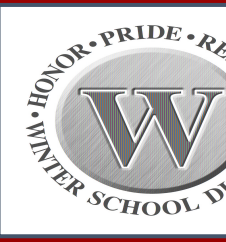
WORK ETHIC

"ACHIEVE"



...LIKE A CANE

...WINTERIZE IT



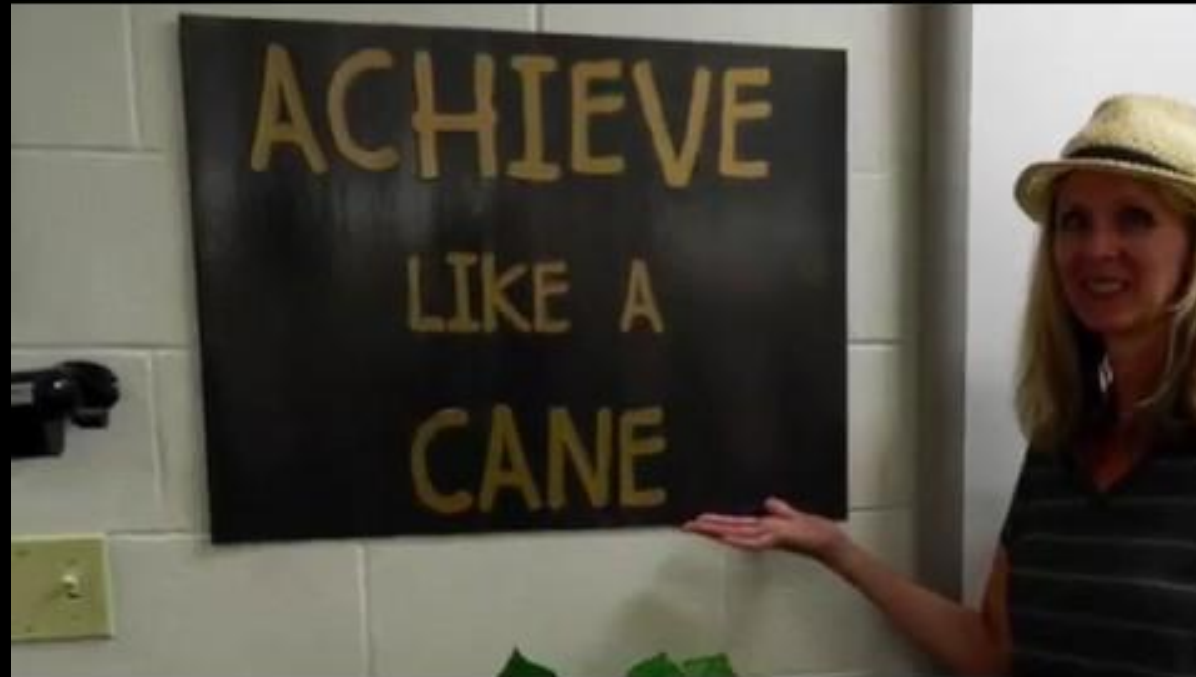
OUR WAY OF PROMOTING AND SUPPORTING OUR STUDENTS

ENGAGING OUR COMMUNITY IN THESE EFFORTS

“WORK”



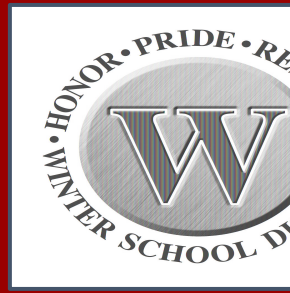
Play 1: Game Field



"ACHIEVE"



Game Field



“WORK”

Butterfly Effect

BIRKIE[®]
SKI . RUN . BIKE . LIVE!




SKI
Like A
CANE

WINTER SCHOOL DISTRICT

"WORK"

Rooted In
Small Town Values
www.winterwarriors.org

PROUDLY SUPPORTED BY
ARCLIN



WINTER SCHOOL DISTRICT

"BE THE 1"

WHO DEMONSTRATES
*Honor · Pride
Respect*

PROUDLY SUPPORTED BY **ARCLIN**



WINTER SCHOOL DISTRICT

HONOR · PRIDE · RESPECT

WINTER SCHOOL DISTRICT

ROOED IN
SMALL TOWN VALUES
"WORK"

WINTER SCHOOL DISTRICT

"WORK"

Rooted In
Small Town Values

1. Positive School Culture and Climate
2. Commitment to All Students' Individual Needs
3. Community Involvement
4. Small Class Sizes
5. Safe and Healthy Environment
6. Consistent Communication
7. Individual Road Maps to Success
8. Recruitment of Quality Talent
9. Differentiated Instructional Strategies
10. Career and College Readiness

For more information, please visit the Winter School District website at www.winterwarriors.org

PROUDLY SUPPORTED BY **ARCLIN**

WHO'S GOING TO CARRY THE BOATS AND THE LOGS?

"WORK" Small Town Values

WINTER'S PILLARS OF EDUCATION

WINTERIZE IT! Small Town Values



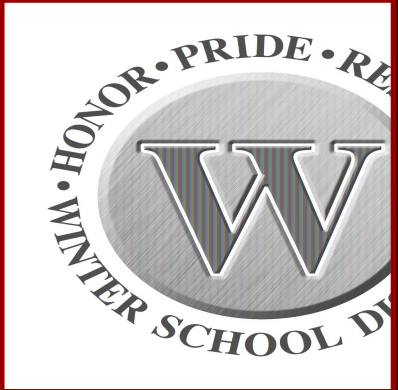


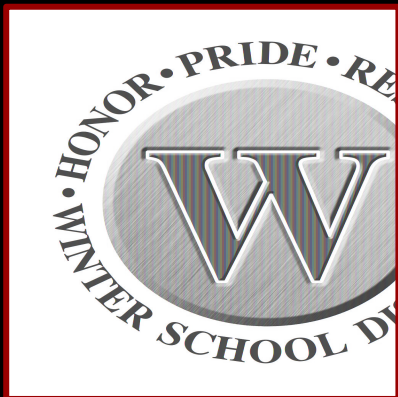


"WORK"

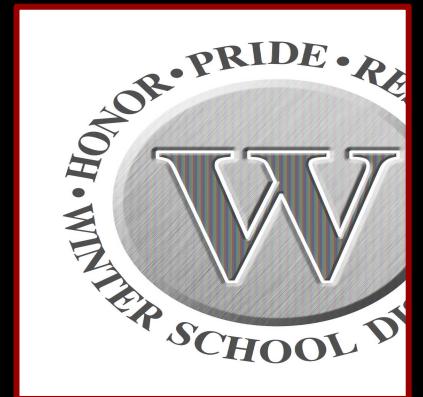


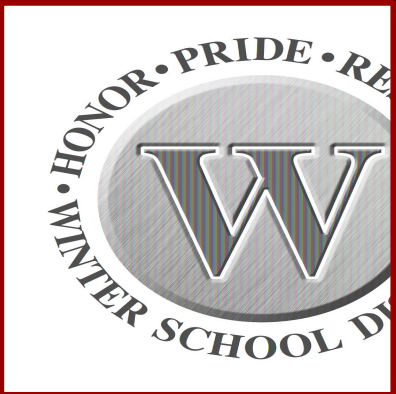
"WINTERIZE IT"
Community Pride
"WORK"



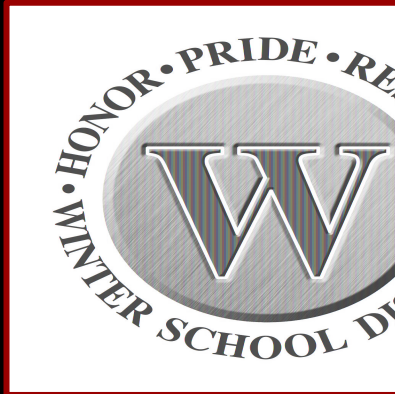


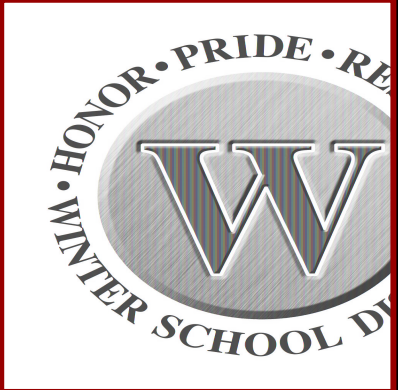
"WINTERIZE IT"
Community Pride
"WORK"



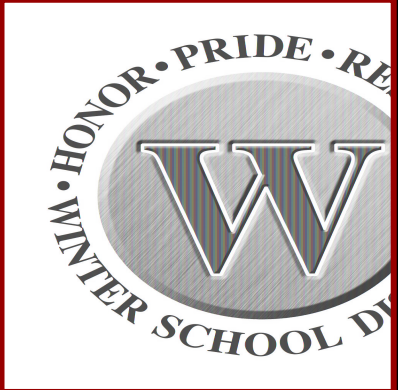


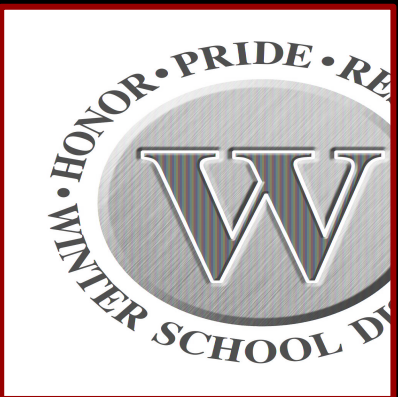
“WINTERIZE IT”
Community Pride
“WORK”



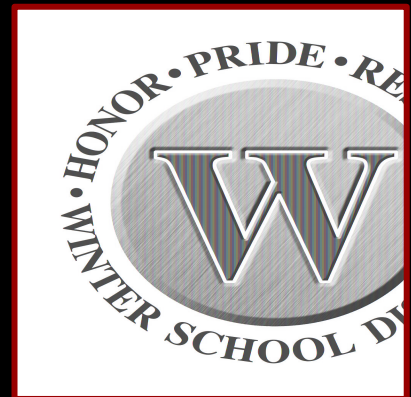


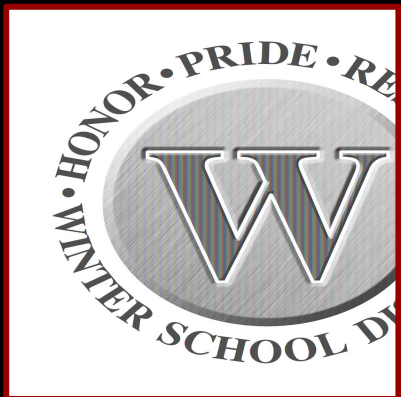
“WINTERIZE IT”
Community Pride
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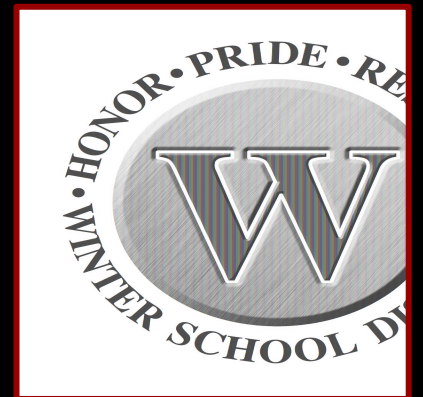


"WINTERIZE IT"
Community Pride
"WORK"





"WINTERIZE IT"
Community Pride
"WORK"



WINTER SCHOOL DISTRICT

"WORK"

"WINTERIZE IT"

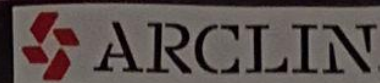


Rooted In

Small Town Values

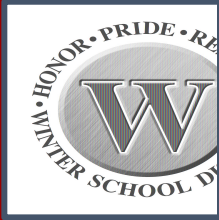
www.winterwarriors.org

PROUDLY
SUPPORTED BY





PLAY 2: PEOPLE NOT PROGRAMS



PURPOSE

Assure that hire, develop and retain Division 1 staff

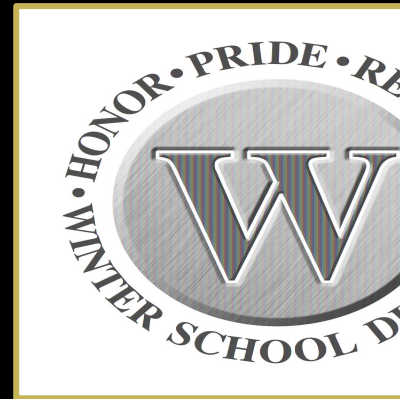
Focus on our local talent evaluation process

Provide systemic talent development toward student engagement

Lay the groundwork for a successful performance pay model

“LIKE A CANE”

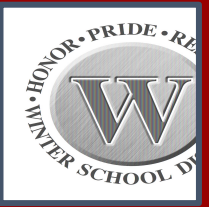
Talent Performance Rubric



"BE THE 1"

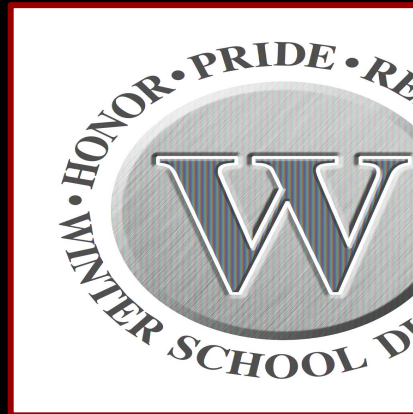


EXPECTATIONS



"BE THE ONE"

Talent Performance Rubric



Talent Performance Rubric


Date:
 Evaluator:
 Evaluated:


Division 1	16-24 Points
Division 2	25-40 Points
Division 3	40+ Points

*Completed 4 Talent Development Credits? Yes No

Total Points: Division:

**You must complete 4 Talent Development Credits per year to be eligible for Division 1 or Division 2, which would make you eligible for movement on the salary schedule.*

	Division 1 (1 pt)	Division 2 (2 pts)	Division 3 (3 pts)
Team Oriented			
Enthusiastic			
Flexible			
Loves to be around kids			
Content Knowledge			
Instructional Strategies			
Willingness to improve			
Understands their role			
Subtotal			

	Division 1 (8 pts)	Division 2 (16 pts)	Division 3 (24 pts)
Student Achievement			

"WIN THE DAY"

"ACHIEVE"

RUBRIC TRAITS DEFINED

Team Oriented

WHAT IT IS

- Focusing on our building level and district goals.
- Collaborating, co-existing and supporting each other optimistically.

WHAT IT IS NOT

- Putting personal goals before the team.
- Involvement in conflict and negativity with co-workers.

Enthusiastic

WHAT IT IS

- Coming every day with a "Win the Day" attitude.
- Live your life with passion for what you are teaching and coaching.

WHAT IT IS NOT

- Coming every day and having folks asking you "what is wrong."
- Dwell on problems, as opposed to solutions.

Flexible

WHAT IT IS

- Having the ability to adapt to any situation.
- Compromising through challenging conditions.

WHAT IT IS NOT

- Just being a "Yes" woman or man.
- Negative teacher lounge chatter about decisions that have been made.

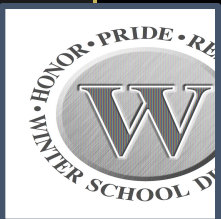
Loves to be around kids

WHAT IT IS

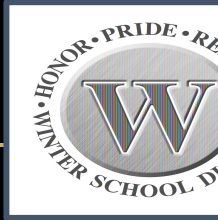
- Genuine caring for our student cases is clearly visible to the kids, parents and community.
- Intentional relationship building with as many kids as possible.

WHAT IT IS NOT

- Very little communication with kids, when you are not required.
- Disliking kids.



RUBRIC TRAITS DEFINED



Student Achievement

WHAT IT IS

- Consistently reviewing data that illustrates student growth and then engaging in improvement efforts towards your annual student achievement goal.
- Keeping students and parents clearly and frequently informed about progress and lack of progress towards standards met.
- Empowering students with clear and consistent expectations, connected to building staff and conflict resolution opportunities.

WHAT IT IS NOT

- Accepting failure.
- Lowering expectations to meet student achievement goals.

Content Knowledge

WHAT IT IS

- Visible efforts to continuously align to new innovations and curriculums in order to prepare students to enter 21st century workforce and world of higher education.

WHAT IT IS NOT

- Remaining with comfortable content and strategies, while avoiding continuous improvement efforts.

Instructional Strategies

WHAT IT IS

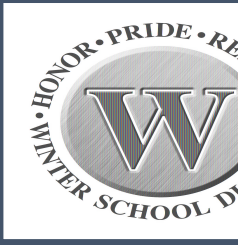
- Reviewing curriculum maps and differentiation methods to insure that all students move towards greater achievement.
- Delivering lessons that efficiently and effectively deliver your intended academic standards.
- Modeling and fostering a student driven learning environment with dignity and respect.

WHAT IT IS NOT

- Sitting idly in the classroom and allowing bad behavior.
- Not delivering your guaranteed, viable curriculum that you are delivering to your students.



RUBRIC TRAITS DEFINED



Willingness to Improve

WHAT IT IS

- Continuous and visible efforts to identify, understand and improve your talent performance qualities, in order to advance student achievement.

WHAT IT IS NOT

- Being sensitive about needed improvement.
- Displaying temporary improvement effort.

Understanding your role

WHAT IT IS

- Using your role and talents in the district to strengthen and inspire those around you.
- When there is doubt about your role, you then make efforts to clarify that with your principal.
- Committing to your responsibilities the best you possibly can.

Communicate like a Cane

WHAT IT IS

- Communicating about the issue with the appropriate chain of command.
- Communicating to the appropriate chain of command with enthusiasm and motivation to be part of a solution.
- Meeting with the responsible stakeholders and colleagues to fix issues and clarify expectations.

WHAT IT IS NOT

- Communicating negatively about an issue that you have with community members and staff on social media, at coffee shops, public forums etc...



WHAT WORDS DOES YOUR SCHOOL USE?

TRAUMA

OWNERSHIP

TRIGGERED

VS

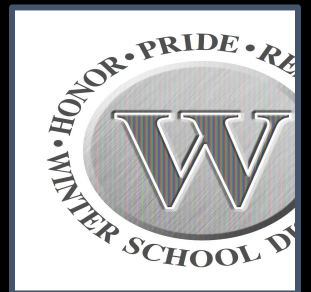
ACCOUNTABILITY

BULLYING

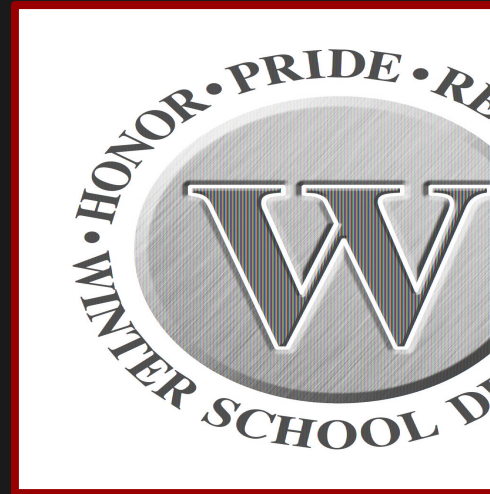
RESILIENCY

**WHO'S GOING TO CARRY THE
BOATS AND THE LOGS?**

"ACHIEVE"

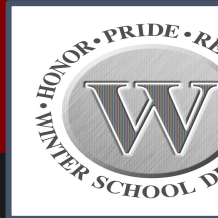


Systemic Student Engagement Non-Negotiables



"ACHIEVE"

ANTICIPATORY SET



RULE 1

WE WILL SYSTEMATICALLY
BEGIN EACH LESSON WITH...

PURPOSE:

"The purpose of our lesson today is..."

STRATEGY:

"We are going to accomplish this by..."

OUTCOME:

"This is how we are going to know we have accomplished this..."

"WORK"



MAKE RELATIONSHIPS HAPPEN



RULE 2

We will systematically foster caring relationships with all of our students.

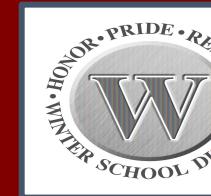
"Students won't engage in our classrooms without efforts from teachers to develop roles of respect between students and their authority figures, and form relationships early on, that focus on integrity and genuine love and natural logic."

— Jim Fay

"BE THE 1"



HOW?



Action:

WE WILL BE OUT IN FRONT OF OUR CLASSROOM DOORS BEFORE AND AFTER CLASS ENGAGING IN HANDSHAKES, SMILES AND/OR HIGH FIVES. INCLUDING A WELCOME AND GOODBYE MESSAGE OF YOUR CHOICE.

IDEAS

"THANK YOU FOR COMING TODAY"

"HAVE A GREAT REST OF THE DAY"

"WELCOME TO THE WORLD OF THE UNKNOWN"

"SO GLAD TO SEE YOU SO BRIGHT EYED AND BUSHY TAILED"

"IT WAS GREAT TO SEE YOU TODAY"

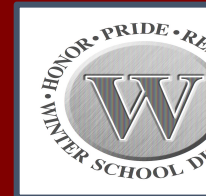
"I CAN'T WAIT TO DO THIS AGAIN TOMORROW, THANKS FOR COMING"

"WIN THE DAY"

"LIKE A CANE"



HOW?



Action:

CIRCULATE AND TALK TO KIDS IN...

YOUR ROOM THROUGHOUT THE LESSON

THE HALLWAYS DURING ALL PASSING TIME

AND INCLUDE ATTEMPTS TO...

"WINTERIZE IT"

Quick Safe Personal Questions to Build Relationships

IDEAS

“How did your game go last night?”

“What time does the concert start tonight?”

“Did that storm keep you up last night?”

“Are you ready for the day?”

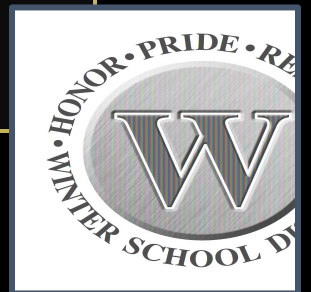
“Did that family event you told me about turn out alright?”

“I noticed you wear Packer’s stuff a lot, did you see the game on Sunday?”



AND/OR...

“ACHIEVE”



NOTICE THINGS ABOUT EACH STUDENT SO THAT THEY GET COMFORTABLE
COMMUNICATING WITH YOU IN THE HALLWAYS AND CONFIDENTIALLY IN OUR
CLASSROOMS

IDEAS

“That shirt is awesome.”

“Cool Pencil.”

“Love your hair today.”

“Thank you for getting started so quickly.”

“Great question earlier.”

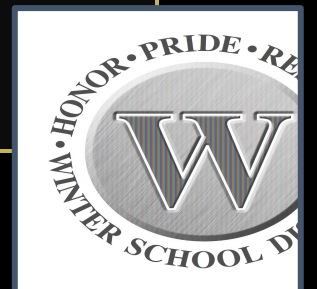
“I really appreciated how you were prepared for that discussion.”

“It was fun to see you at Fall Festival this past weekend.”

“Thank you for attempting to answer that question.”



“WORK”



POWER STRUGGLES

RULE 3: NOT ACCEPTABLE

Many students come to your classrooms looking for a power struggle in order to regain their self-concept from an earlier event in their lives.

HELPFUL TIPS...

“Don’t ever take it personally”

“Never let them see you sweat”

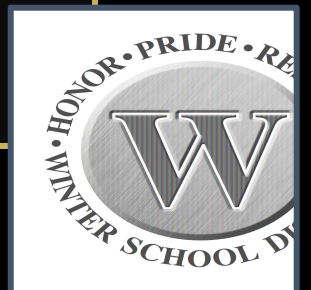
“Smile and simply reduce your proximity to the student, while continuing to teach”

“Do your utmost best to calmly and confidently eliminate their attempts, while reducing wasted instructional time”

“Always assume compliance during your communication with the students”



“BE THE 1”



GOAL SETTING

RULE 4

WE WILL SYSTEMATICALLY TEACH OUR STUDENTS TO..

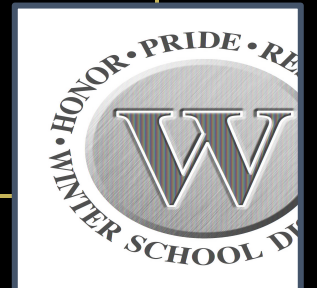
“Set individual classroom goals for themselves with their teachers at the beginning of the term.”

“Monitor these goals with them in the middle of the term.”

“Review these goals with them at the end of the term.”



“WINTERIZE IT”





PLAY 2: GAME FILM



"ACHIEVE"



PLAY 2: GAME FILM



"WINTERIZE IT"



PURPOSE



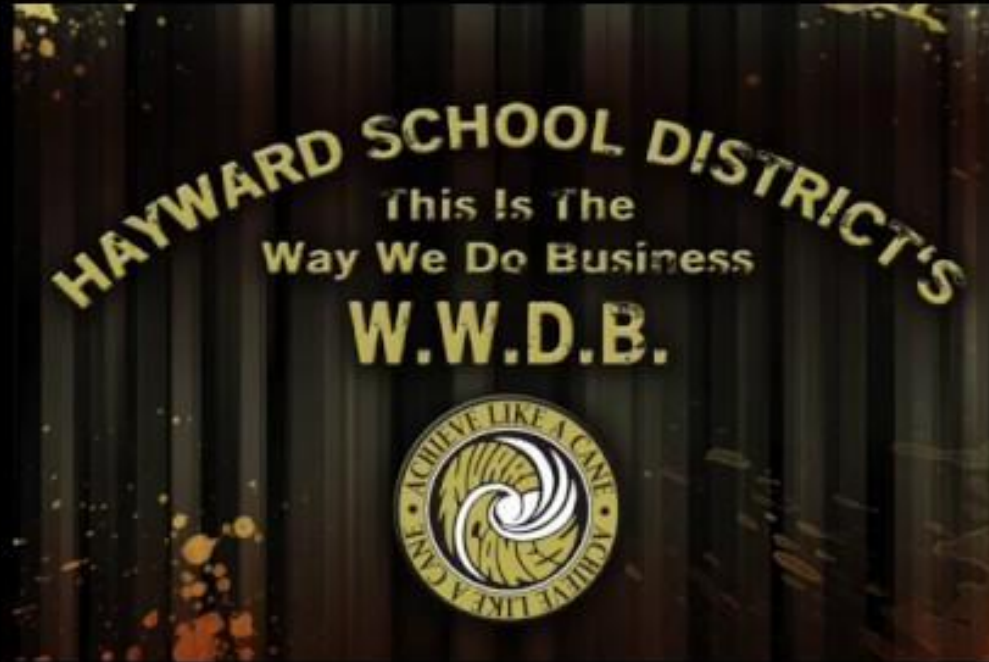
PLAY 3: SUCCESSFUL IMPLEMENTATION

- Create a positive mindset to avoid initiative overload
- Create buy-in and leave no doubt
- Create opportunities for solution-based conversations
- Converge and simplify state and local initiatives into the “*Way we do business everyday*”

“WORK”



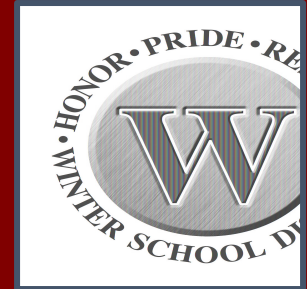
PLAY 3: GAME FILM



"LIKE A CANE"



This Is The Way We Do
Business



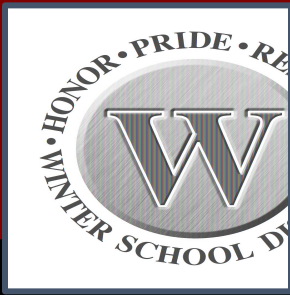
W.W.D.B.



"BE THE 1"



PLAY 4: NEVER ENDING DOCUMENT



PURPOSE

INTENTIONAL
REVIEW OF
QUALITATIVE
AND
QUANTITATIVE
DATA

TO MOVE
BEYOND
FIDELITY
TOWARD
GREATER
EXPECTATION

SHIFT ALL
FOCUS TO A
GROWTH
MINDSET OF
CONTINUOUS
IMPROVEMENT

CONQUEST
2028

“WINTERIZE IT”



"WORK"



PLAY 4: NEVER ENDING DOCUMENT





THANK YOU FOR YOUR ATTENDANCE
“WIN THE DAY”



“ACHIEVE”



“WORK”