

Defining and Growing Your Leadership Style



Webinar
March 9, 2023

If you can see the slide and hear the music, you are all set.

Welcome! We will begin shortly.

All attendees are muted upon entry.
Please use the chat feature for comments and questions during the webinar.

Thank you for joining us

The webinar will be recorded and available.

All webinar registrants will receive a follow-up email that will include the webinar slide deck, recording, and other resources mentioned during the presentation.

Please introduce yourselves in the chat box

- Your name
- Your location
- Your role in the educational sector



[@learningforward](https://twitter.com/learningforward)

Welcome



Tom Manning

Senior Vice President
of Professional
Services

Learning Forward

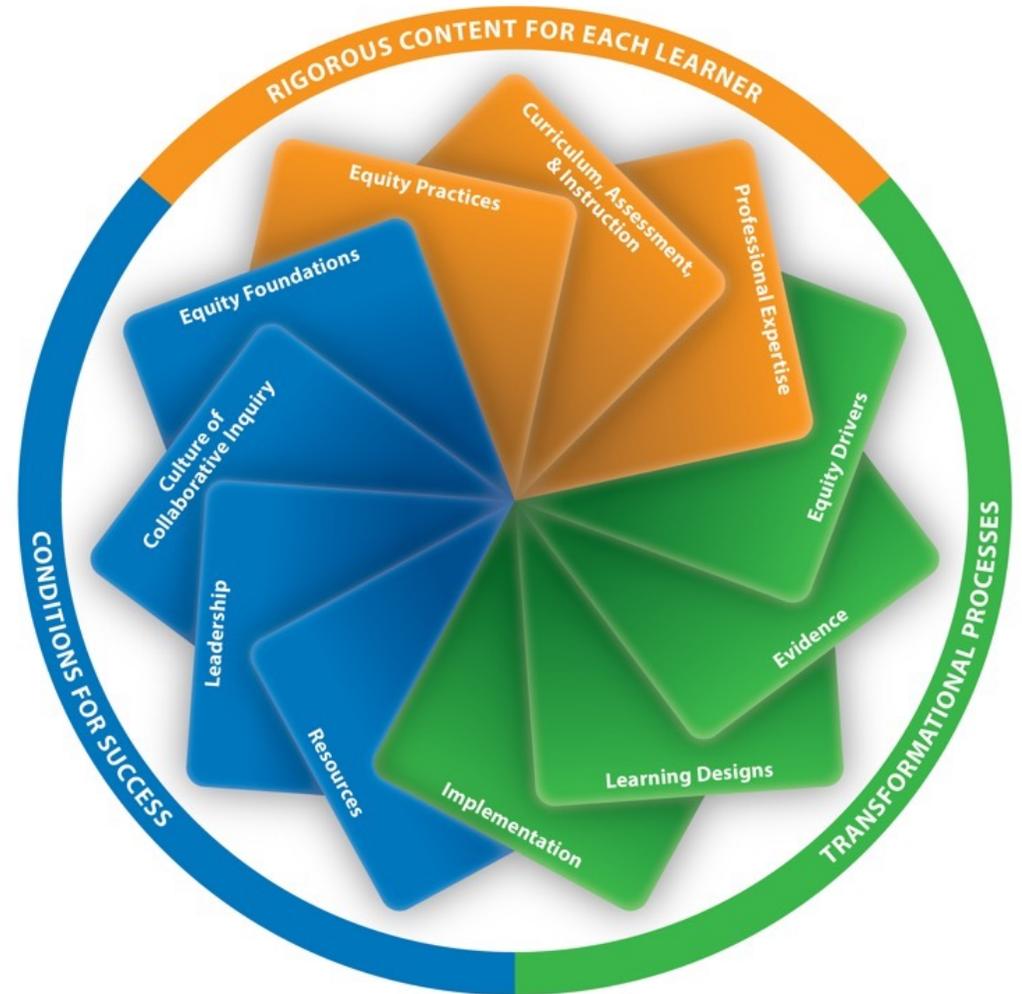


Participants will ...

- Examine the elements of trustworthiness and how to use courage in leadership.
- Analyze your own leadership tendencies to determine if you are multiplying or diminishing your team.
- Set a personal leadership goal and set a path for how to meet it.

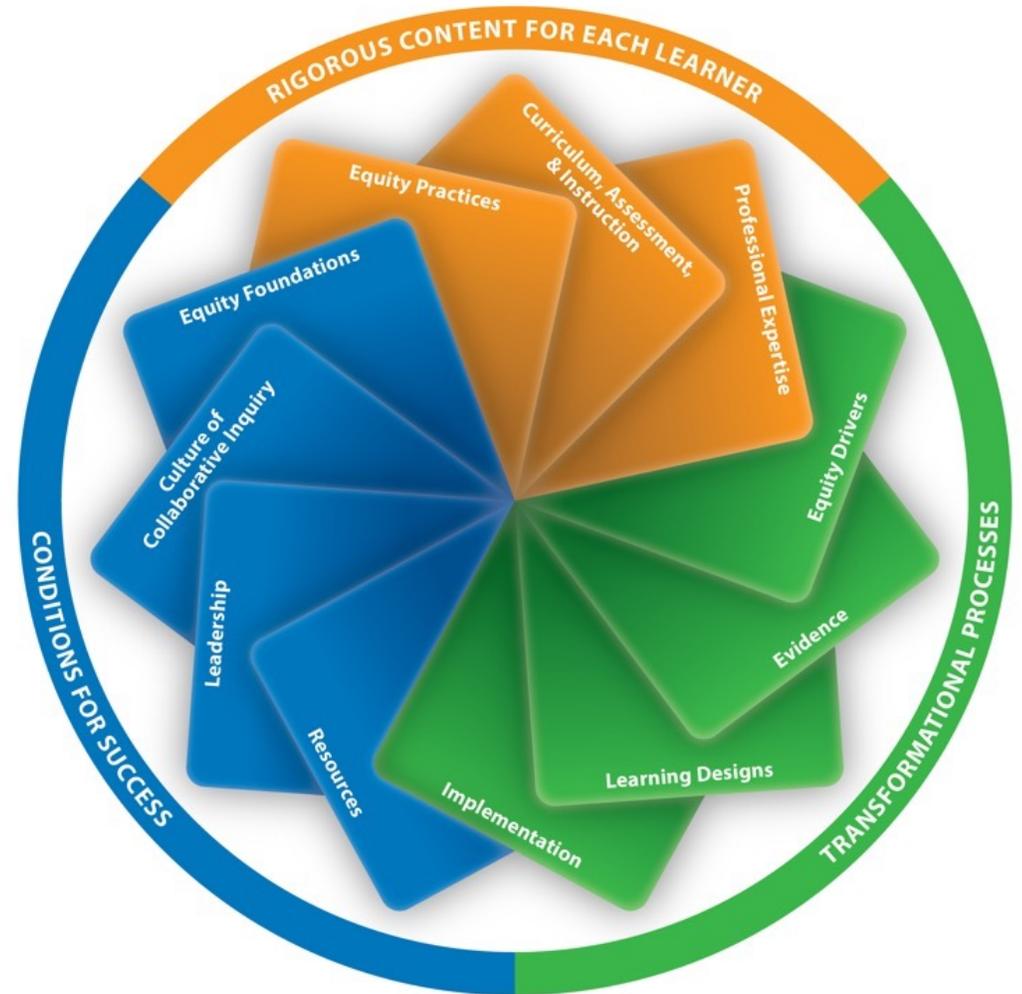
Leadership Standard

Professional learning results in equitable and excellent outcomes for all students when educators establish a compelling and inclusive vision for professional learning, sustain coherent support to build educator capacity, and advocate for professional learning by sharing the importance and evidence of impact of professional learning.



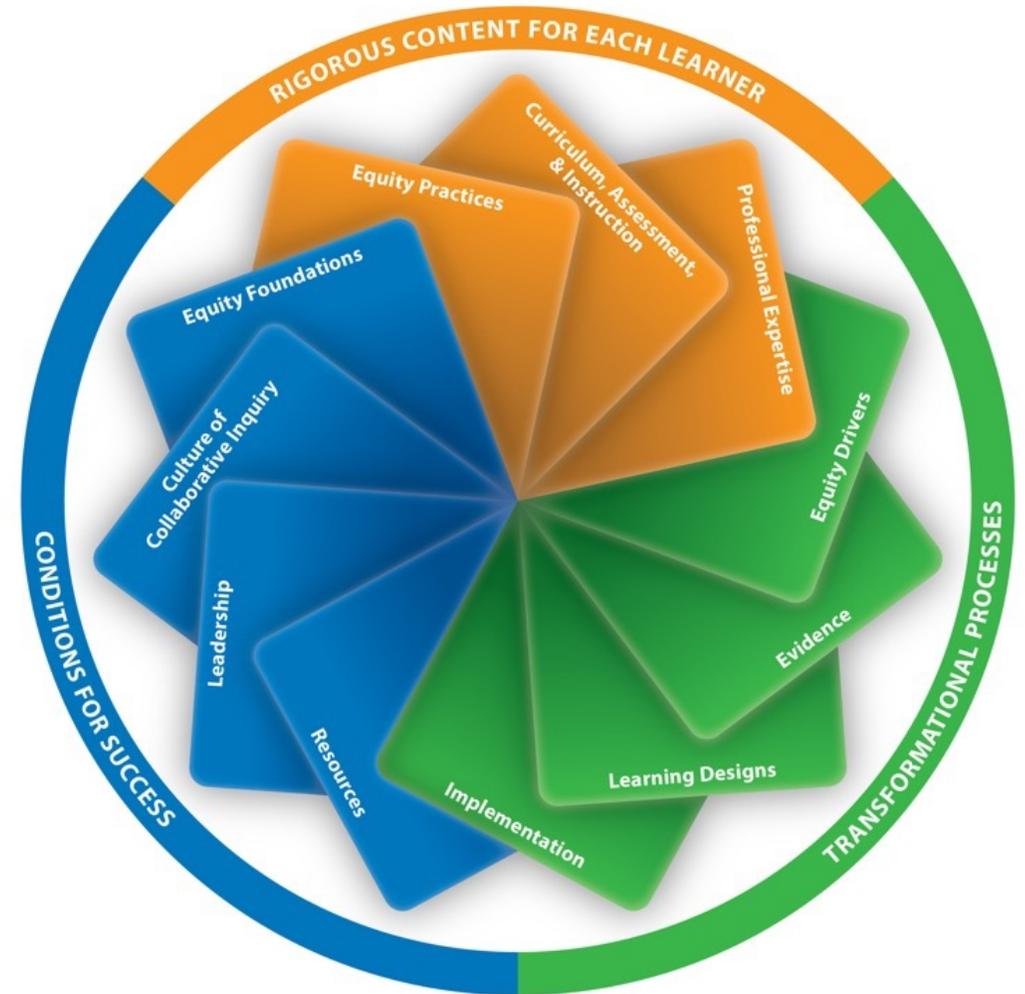
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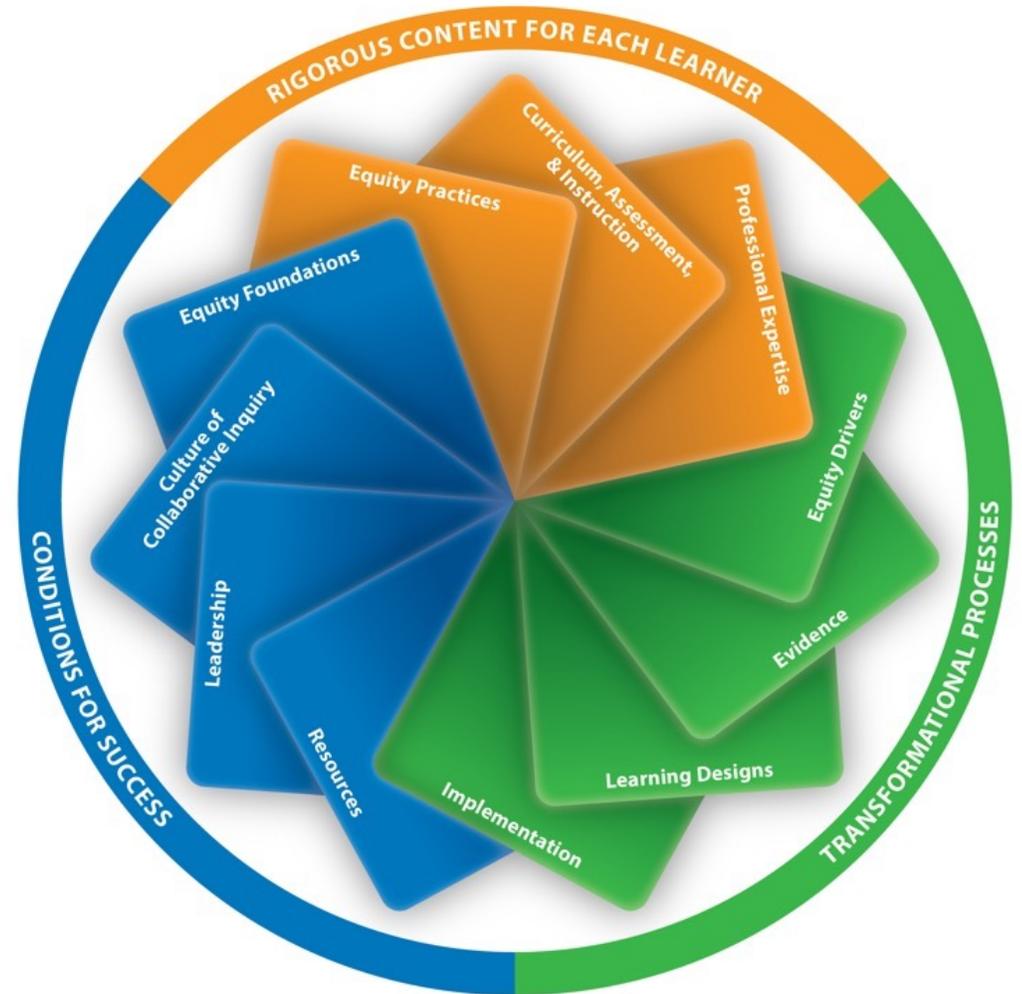
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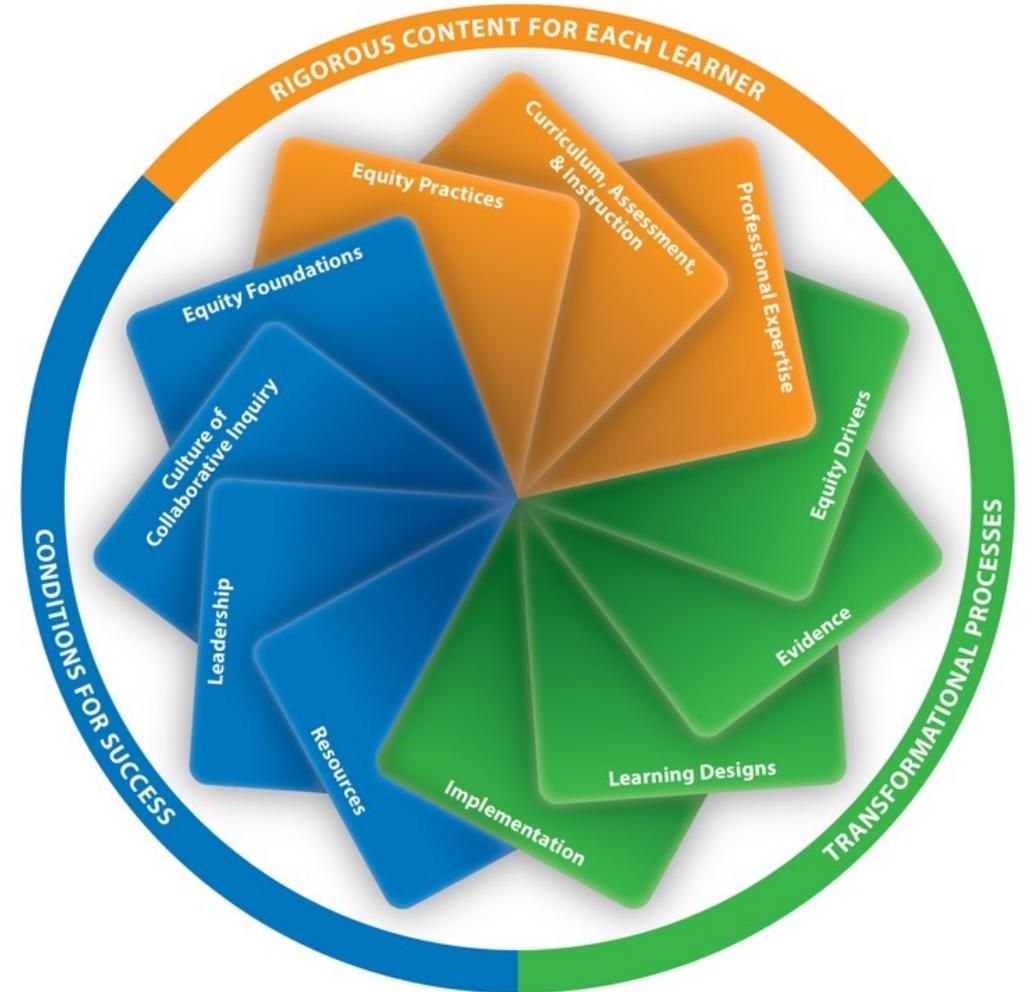
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Equity Foundations

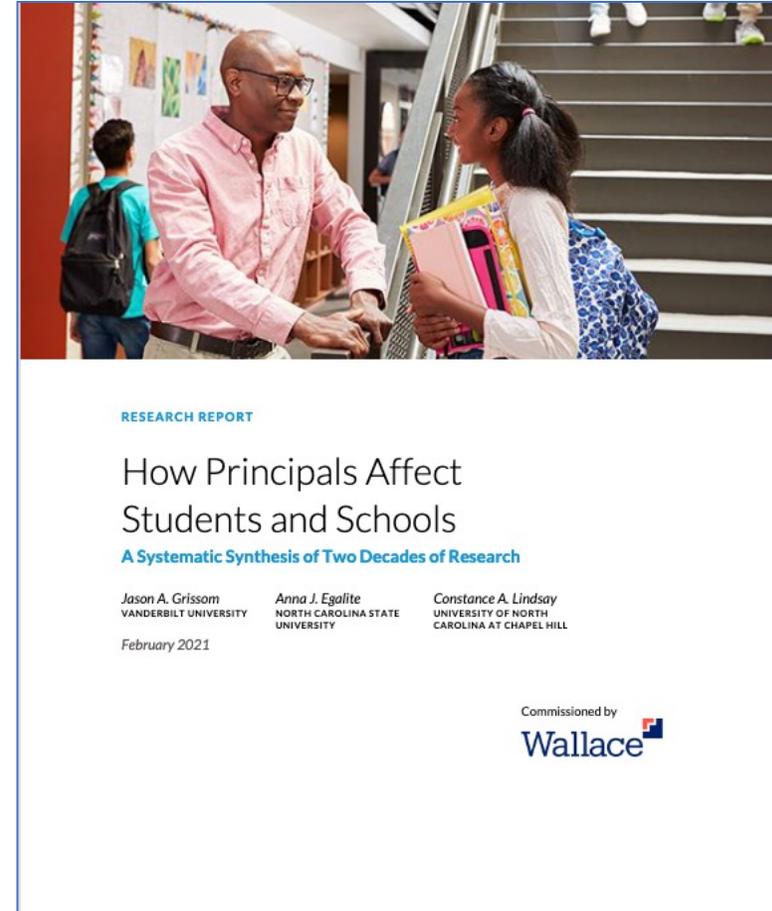
The Equity Foundations standard discusses the way leaders and all educators can strengthen professional learning in terms of setting expectations, creating structures, and sustaining a culture to ensure and support equity.



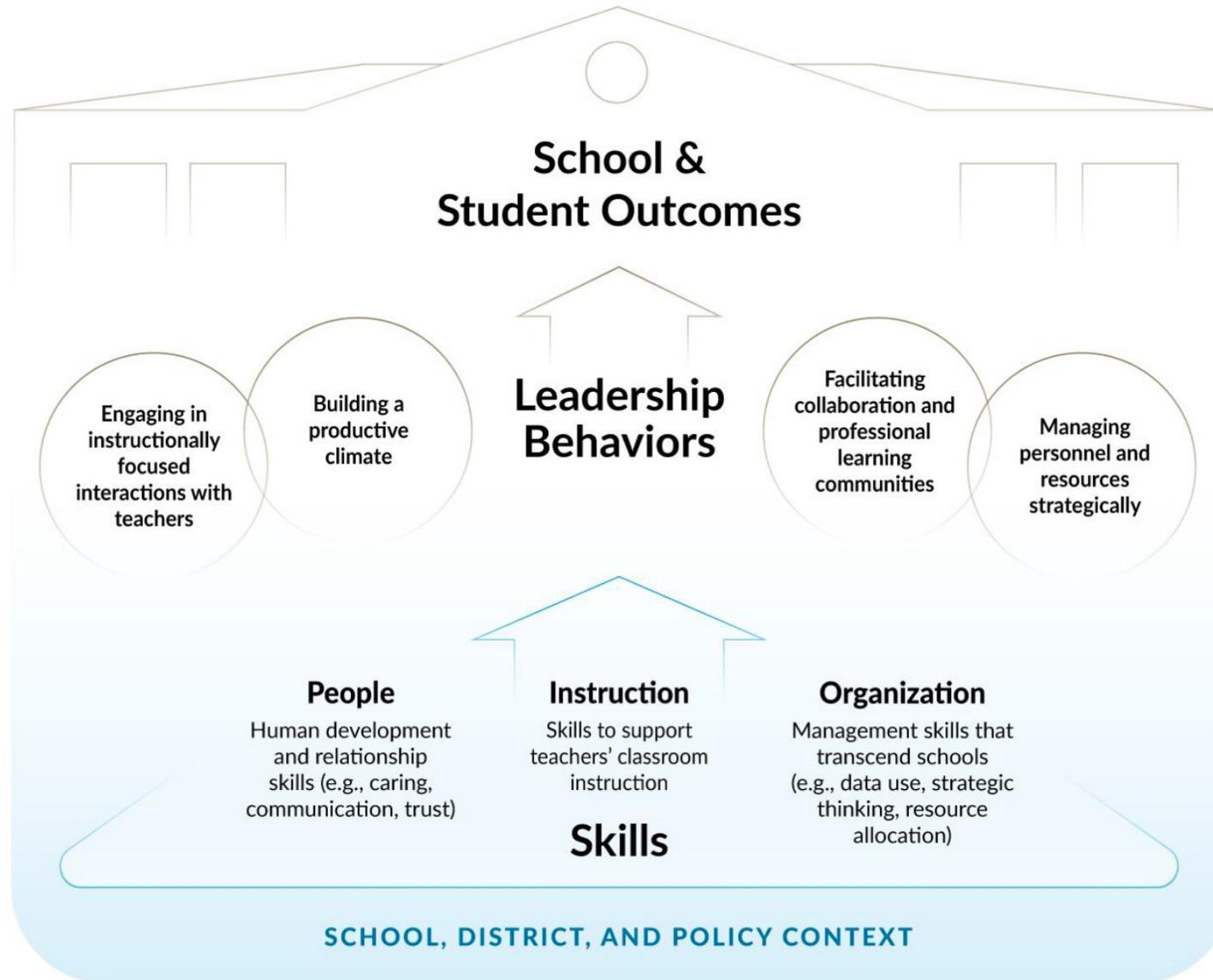
Wallace report – How principals affect students and schools

What drives principals' contributions?

- Engaging in instructionally focused interactions with teachers.
- Building a productive school climate.
- Facilitating productive collaboration and professional learning communities.
- Managing personnel and resources strategically.



Wallace report – How principals affect students and schools



Panel discussion



Kathy Gross

Training Associate of
Cognitive CoachingSM;

Learning Forward
Consultant

Springfield, MO



Abdul-Rehman Issa

Project Manager

Los Angeles Education
Partnership

San Diego, CA



Martha Doennig

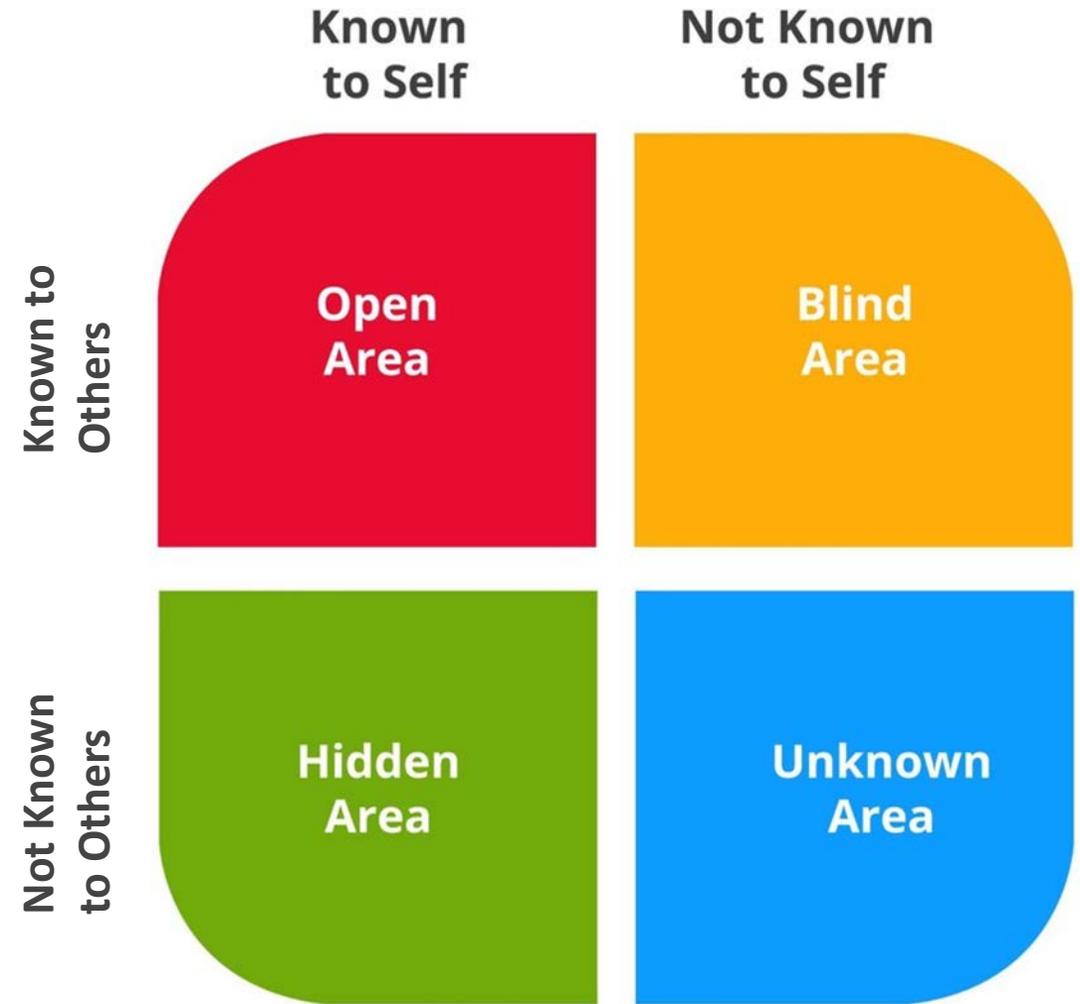
Director of Professional
Learning

Springfield Public Schools

Springfield, MO

Taking time to personally reflect

Why might this matter to your leadership?



THE JOHARI WINDOW

Supportive resources

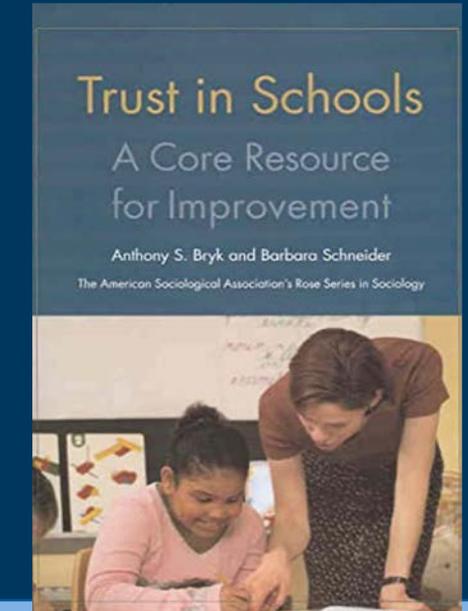
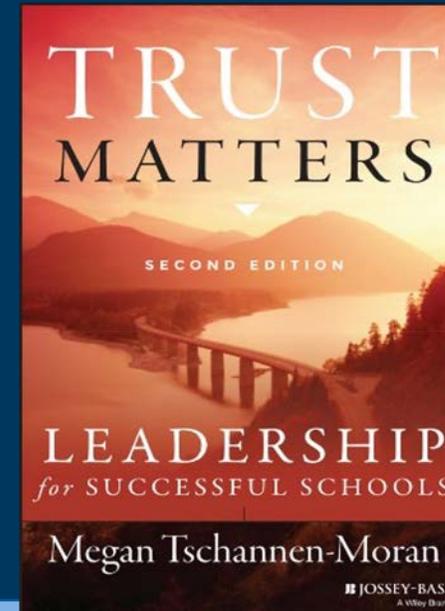
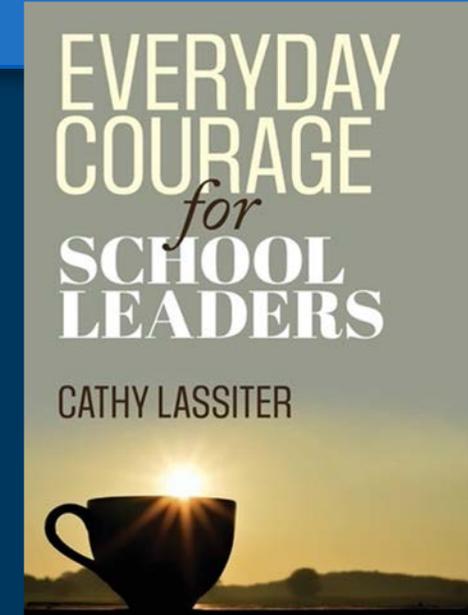
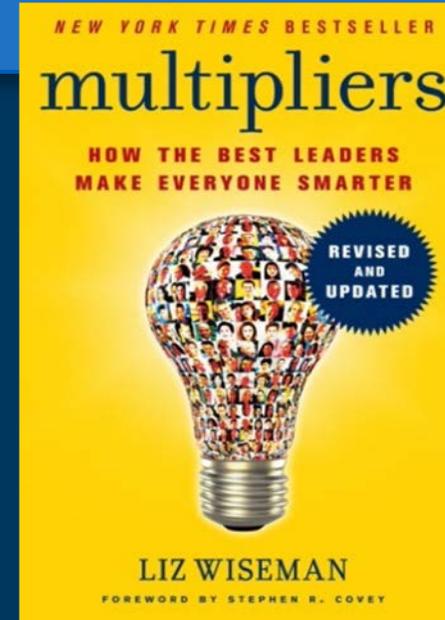
To what degree are you familiar with these texts?

Use the chat:

5 = very familiar

1 = new to me

If familiar, drop in the title of your favorite, too.



Being trustworthy

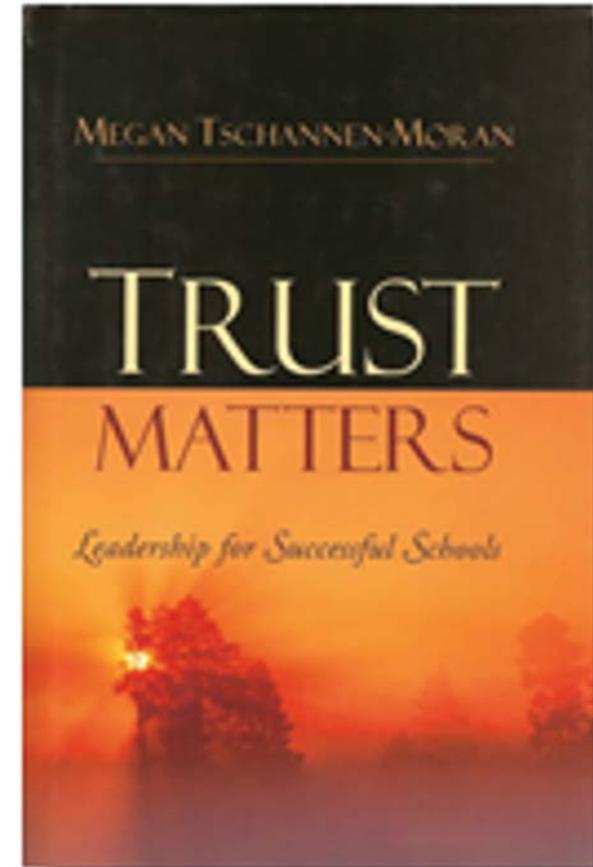
“One critical element to supporting collaborative learning in schools and school systems is the presence of trust” (von Frank, 2010).

So, what is trust?

“Trust is an individual’s or group’s willingness to be vulnerable to another party based on the confidence that the latter party is benevolent, reliable, competent, honest, and open” (Megan Tschannen-Moran).

Five elements of trust

- Benevolence
- Honesty
- Openness
- Reliability
- Competence



Megan Tschannen-Moran

How do leaders nurture trust?

- **Leaders demonstrate coherency.**
Their words, actions, body language, and emotions all say the same thing to other educators.
- **Leaders recognize how their actions affect themselves and others.**
They exhibit honesty and do what they say they will do. They are authentic in their words to others.
- **Leaders are self-aware and nurture their own positive attributes.**
They presume that others hold positive intentions and they have the best intentions for others.

The Multiplier

Attract & Organize Talent

Create Intensity That Requires
Best Thinking

Extend Challenges

Build Community Decisions

Instill Ownership & Accountability



In contrast: The Diminisher

The well-intended leader
who subtly and,
completely unaware,
shuts down the
intelligence of **others**.



Exercising courage



“School leadership is not for the meek or the weak, nor is it for sensitive souls. It is tough, demanding, and frustrating work, and it takes **courage** every day to do the job well.”

-Cathy Lassiter, Everyday Courage for School Leaders



“You can eliminate feelings of inadequacy, doubt, and helplessness by **taking courageous action** toward a worthy goal. Your teachers and students are counting on it and will support and respect you as you provide a model of courageous leadership for them to follow.”

-Cathy Lassiter, Everyday Courage for School Leaders

Closure

Of all the possibilities, what might be **your goal?**

What **action steps** might be supportive?





Be
what you want
to see.

Discussion and Questions



Let us hear from you

**Please fill out our
post-webinar
survey**

<https://www.surveymonkey.com/r/R2LN3VW>



Keep in
touch!



[@learningforward](#)



[@GrossKathy](#)



[@DrMarthaDoennig](#)

Mark your calendars

Thursday, March 16
3-4 pm ET

Equity by Design

Online Course
Begins March 22

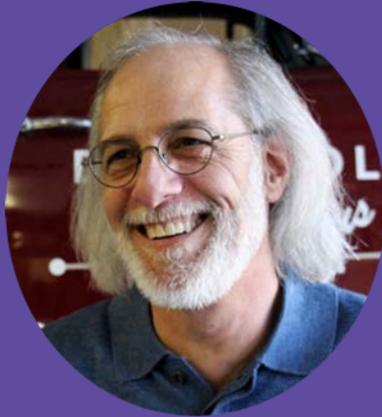
Leading a Learning Network

Deadline:



Learning Forward Academy
Class of 2025 [Applications](#) due
March 15

Influence With Impact: Strategies That Support Change and Growth



Kendall Zoller



Kathy Gross



Chad Dumas

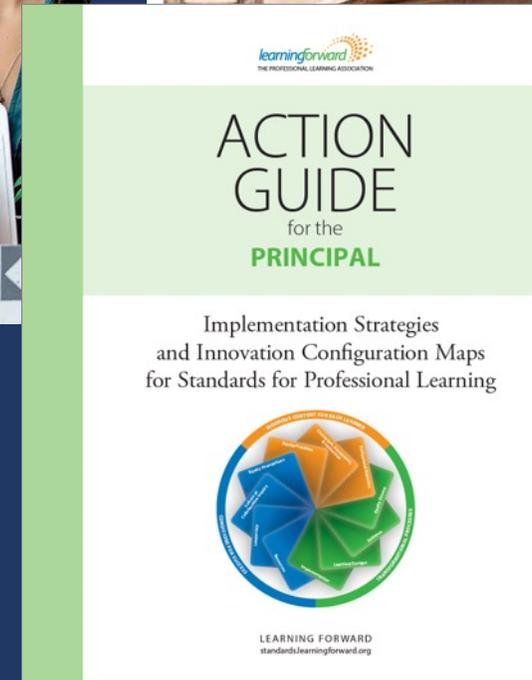
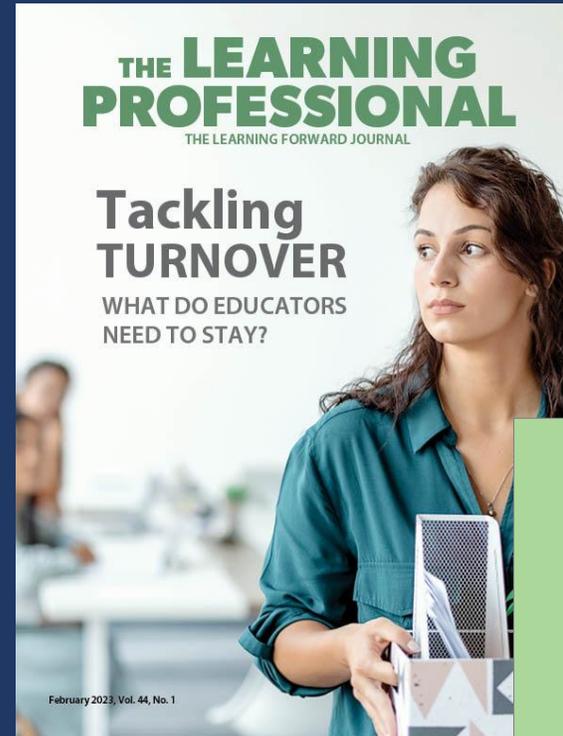
March 27, March 30, April 6, & April 13

Personalized coaching available in April

Online resources

Look for follow-up resources, including a recording of this webinar and slides:

- Read latest issue of [The Learning Professional](#)
- Check out the [Learning Forward blog](#)
- Use the [Action Guide for Principals](#)



POWERED by TITLE II

A website designed to provide:

- Background facts and data on Title II
- Tools to support your advocacy
- The latest news on Title II
- Research on the effectiveness of professional learning

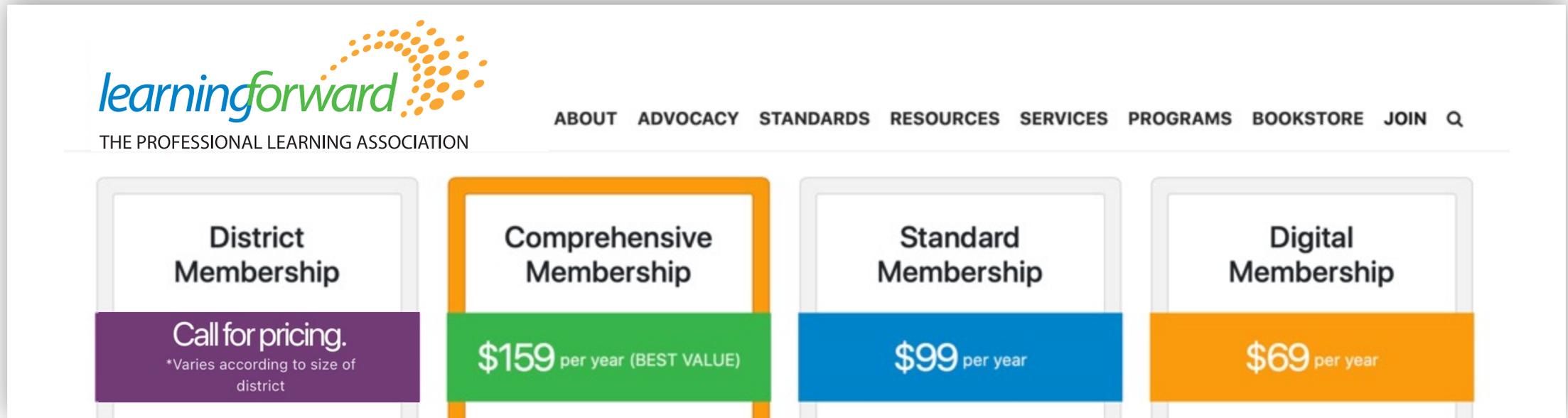
poweredbytitleii.com

Use the *Powered by Title II* website to raise awareness in your own community and to develop your personal advocacy plan.



Learning Forward memberships

- Get \$10 off any new Learning Forward membership
 - Use coupon code **LFWebinars**
 - **Visit** <http://learningforward.org/membership>
- * Code valid for new members only



The screenshot shows the Learning Forward website's membership page. At the top left is the Learning Forward logo, which consists of the text "learningforward" in a blue and green font, followed by a graphic of orange dots forming a curved shape. Below the logo is the text "THE PROFESSIONAL LEARNING ASSOCIATION". To the right of the logo is a navigation menu with the following items: ABOUT, ADVOCACY, STANDARDS, RESOURCES, SERVICES, PROGRAMS, BOOKSTORE, JOIN, and a search icon. Below the navigation menu are four membership options presented in a row, each in a separate box with a colored header and footer. The first box is for "District Membership" with a purple footer that says "Call for pricing." and a note "*Varies according to size of district". The second box is for "Comprehensive Membership" with a green footer that says "\$159 per year (BEST VALUE)". The third box is for "Standard Membership" with a blue footer that says "\$99 per year". The fourth box is for "Digital Membership" with an orange footer that says "\$69 per year".

| Membership Type | Price |
|--------------------------|---|
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Thank you!

