



Stances of Support

WHAT PRINCIPALS NEED TO KNOW AND
DO TO HELP TEACHERS DO THEIR BEST
WORK

Teaching is a Human Endeavour

- Teaching is collaborative.
- Expectations are constantly changing
- It's your job to help teachers do their best work..



If teaching is collaborative....

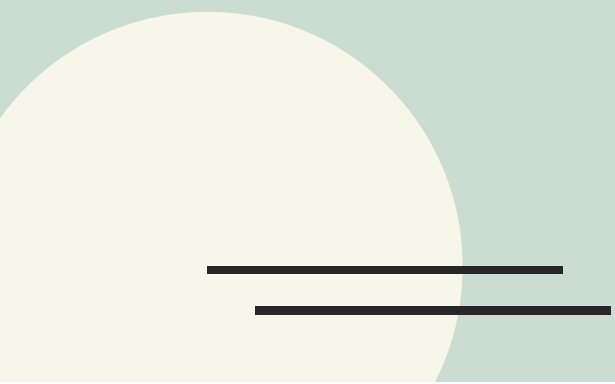


...IT'S YOUR JOB TO FIGURE OUT
HOW TO CREATE CONDITIONS
WHERE PEOPLE CAN GET THE
BEST FROM EACH OTHER

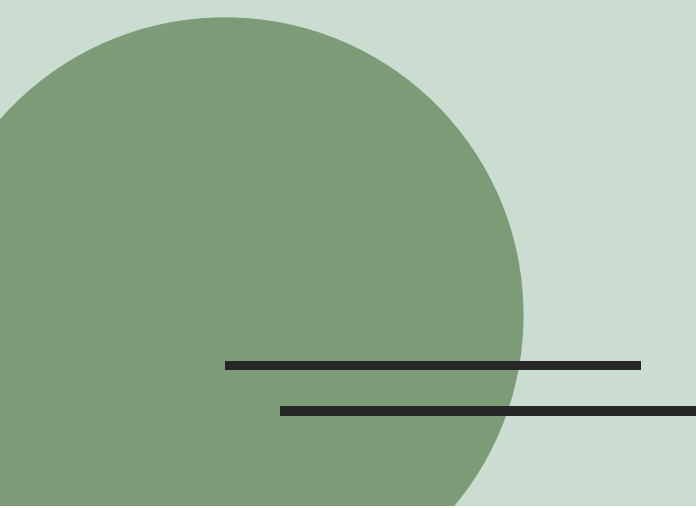


What should you do?

Create opportunities for people to understand and capitalize on each others strengths and stretches.



How can you
create
opportunities
for people to
better
understand
each other?

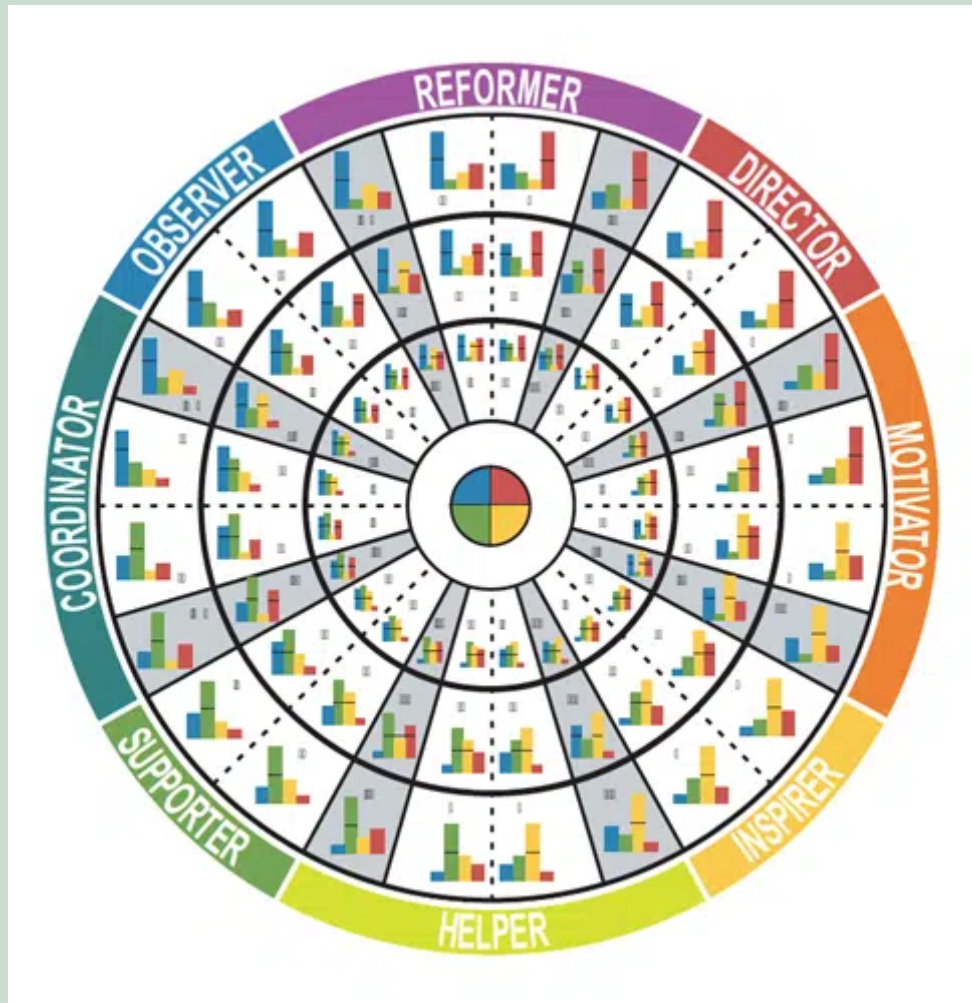


INSIGHTS DISCOVERY
TRAINING

DISC PERSONALITY TEST

CHART YOUR TEAM

Insights Discovery Training



DiSC Behaviour Analysis



People look up to me



I tend to be a kind person



I accept life as it comes



People say I have a strong personality



I find it difficult to relax



I have a very wide circle of friends



I am always ready to help others



I like to behave correctly



I tend to do what I am told



I like things to be very neat and tidy



People can't put me down



I enjoy having fun



I respect my elders and those in authority



I am always willing to do new things - to take a risk



I believe things will go well



I am always willing to



A Guide to Me

Please call me *(name, pronunciation)*:

I use these pronouns:

What I do here *(job title or role, project, responsibilities)*:

My workplace priorities *(pulled from your profile or customized)*:

The best way to communicate with me
(e.g., chat, email, phone; preferred hours):

If scheduling a meeting with me, please
(hours available, logistics, pre- or post-meeting communication preferences):

I am motivated by *(from profile or customized)*:

What I value in teammates/colleagues:

My DiSC style
(plus additional priorities):



I do my best work when *(consider environment, request type, work type)*:

When stressed I might *(from profile or customized)*:

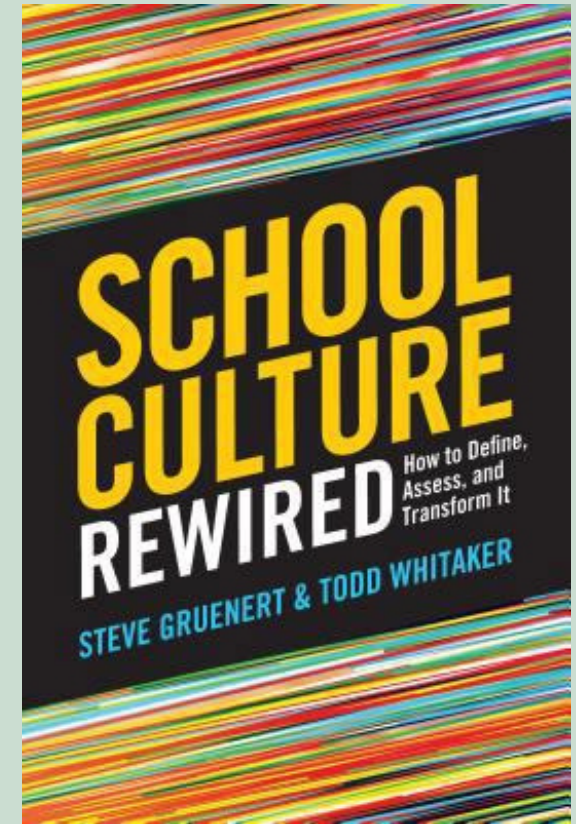
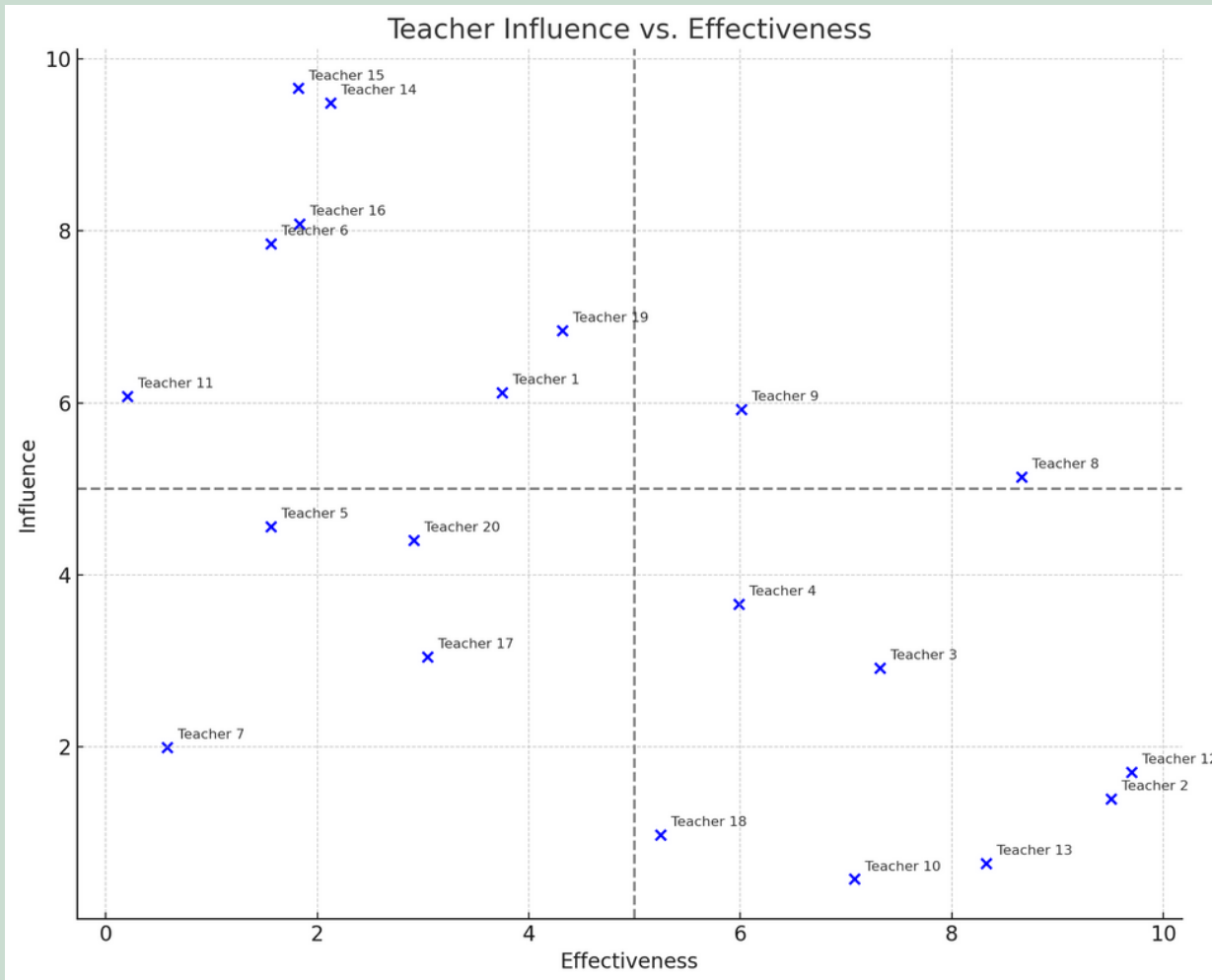
I might not do my best if *(pet peeves, frustrations)*:

How you can support my work *(how to give feedback, acknowledge my contributions, etc.)*:

Other interesting tidbits about me

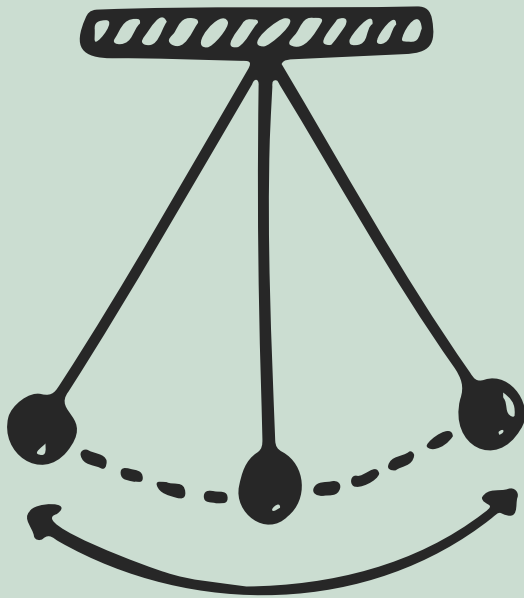


Plot Your People





If expectations are constantly changing...



...IT'S YOUR JOB TO MAKE SURE
PEOPLE KNOW, UNDERSTAND
AND ARE ABLE TO DO THE
THINGS EXPECTED OF THEM IN
THE CURRENT CONTEXT

How do you best provide information and learning opportunities?

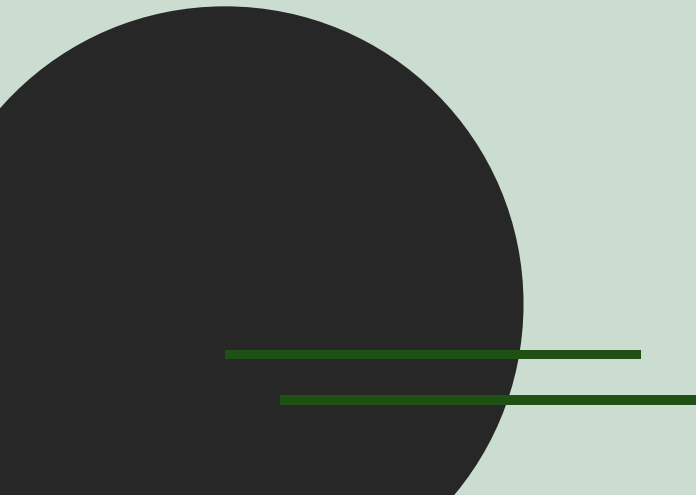
ORGANIZE YOUR COMMUNICATION STRATEGIES

- Daily email
- Weekly email
- Staff Meeting
- PD days

STRUCTURE ADULT LEARNING

GET CREATIVE

- School Visits
- Paired collaboration time
- Mentorship



Facilitate Learning

Spend a Buck

Decide

PURPOSE AND INTENTIONS

Reveal individual or collective choices.

PROCESS

- Members have one hundred imaginary pennies they can distribute among a few options.
- Explain the options.
- Individuals decide how many pennies they will spend on each option.
- Gather and present the data to the group.

VARIATIONS

- Use this for individual choices rather than for a collective expression of priorities.

TIPS

- Provide think time before members assign their pennies.

©2017 by Thinking Collaborative, LLC and Robert Garmston & Bruce Wellman www.thinkingcollaborative.com





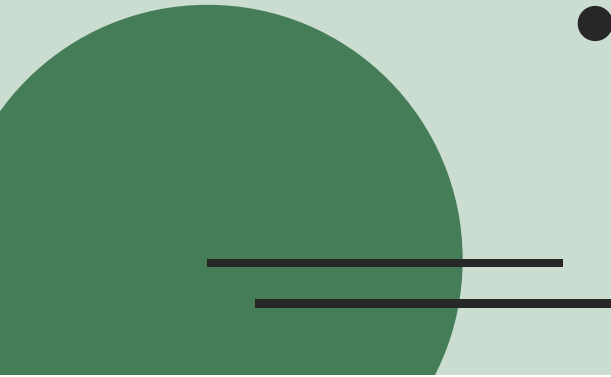
**If it's our job to
help the people in
our buildings do
their best work...**



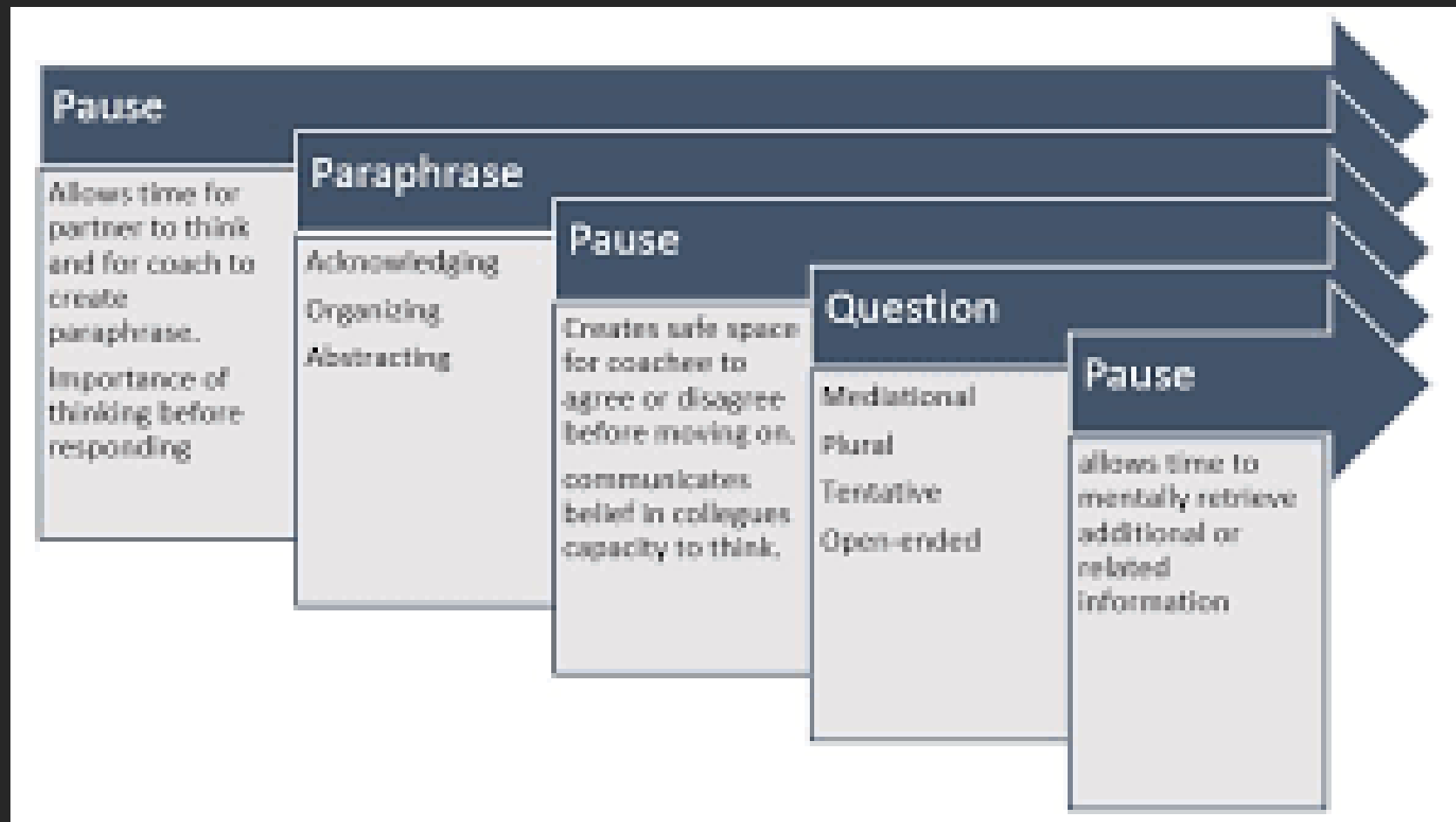
„,,.WE HAVE TO BE EQUIPPED TO
GIVE THEM WHAT THEY NEED.



What do people need to improve their work?

- Coach
 - Collaborator
 - Consultant
 - Calibrator
- 

Coach



Collaborator

- When something is new for everyone
- Working together to solve a problem
- Build something together
- Devil's Advocate for each other

Consultant

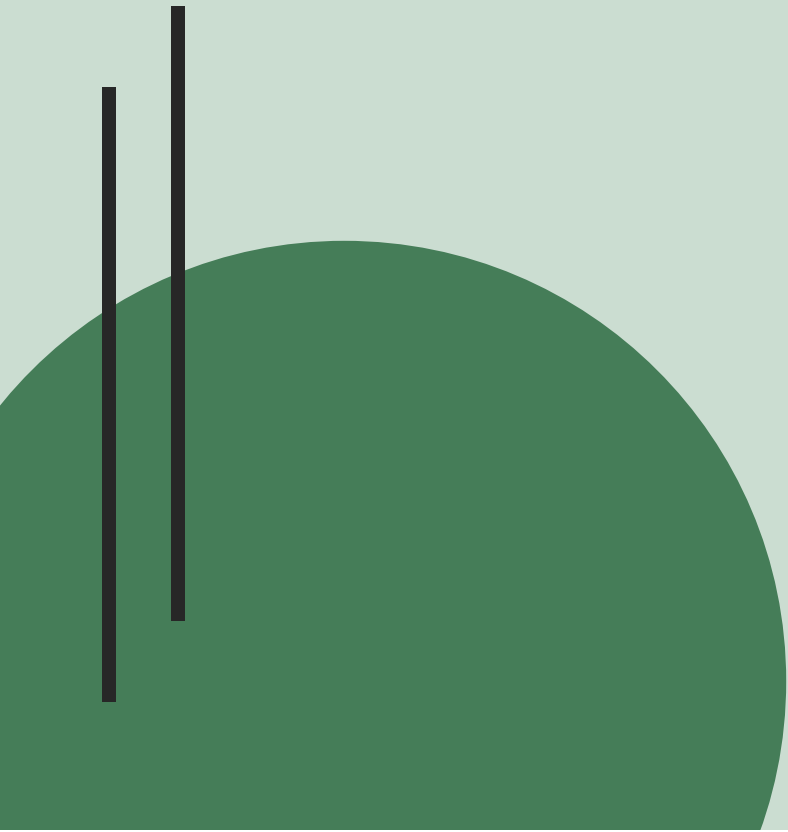
- When you have expertise in an area that a colleague doesn't have.
- New teachers/staff members
- Mentorship

Calibration

- Typically tied to supervisory process but is NOT evaluative
- Identifying discrepancy between identified targets or expectations and current practice
- Create plan for improvement

Teaching is a Human Endeavour

- Know your people (beyond the surface) and give them opportunities to understand each other's strengths and weaknesses
- Be intentional about the way you get people to know, understand or do the things that are required of them.
- Clear is kind. Have clarity about the learning stance that is most appropriate as you work alongside your people.





Thank you!

AMY.ORTH@SPIRITSD.CA
ORTHA@STF.SK.CA

