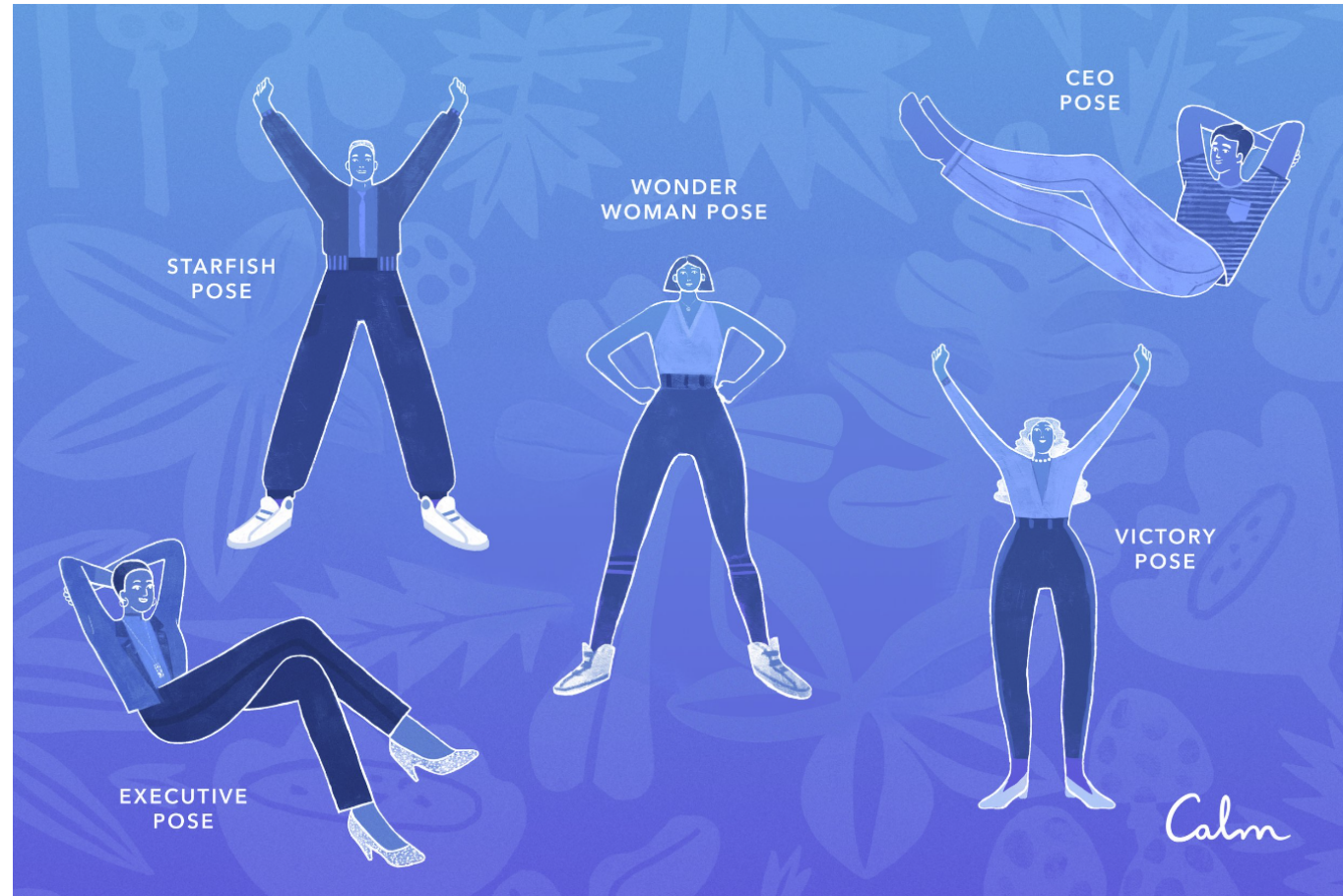




The First 100 Days...

Power Poses





The First 100 Days...

Stewarding People

Stances, Strategies, and
Scripts for Successfully
Stewarding People in
Schools



Stance

Dictionary

Definitions from [Oxford Languages](#) · [Learn more](#)



stance

/stans/

noun

noun: **stance**; plural noun: **stances**

1. the way in which someone stands, especially when deliberately adopted (as in baseball, golf, and other sports); a person's posture.

"she altered her stance, resting all her weight on one leg"

Similar:

posture

body position

pose

attitude

bearing

- the attitude of a person or organization toward something; a standpoint.

"the party is changing its **stance on** the draft"

Similar:

attitude

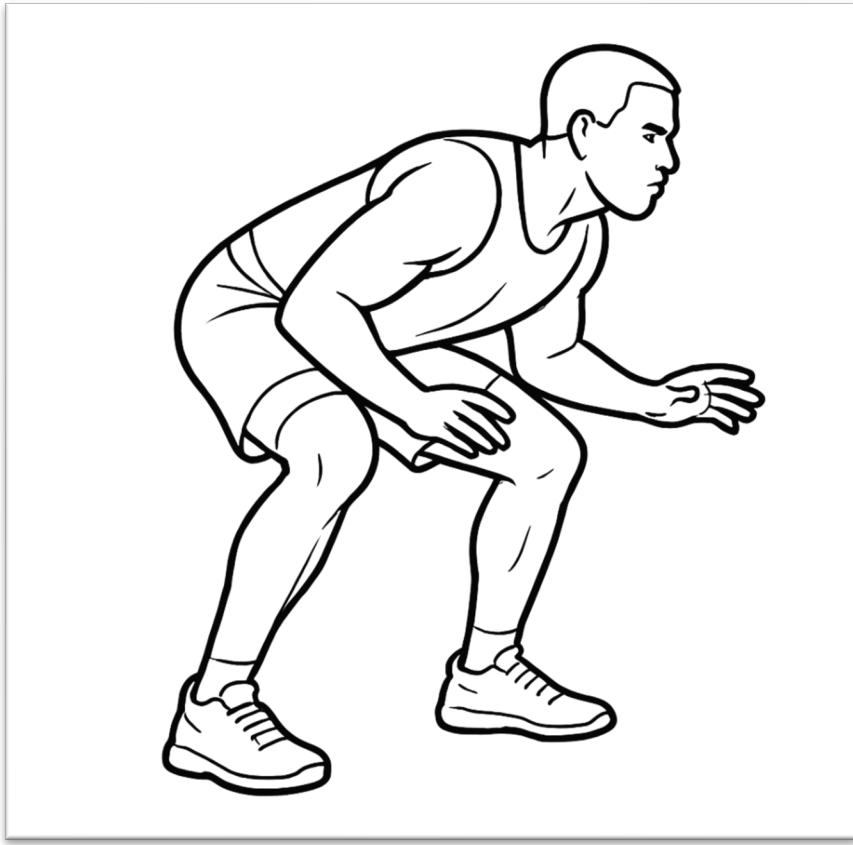
stand

point of view

viewpoint

opinion





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Stance #1

people are good.

Stance – Trauma Informed

- What is trauma?
- ACES
- What does it mean to teach and lead from a Trauma Informed stance?
- Triggers (students and adults)
- Discipline Prevention – Fight or Flight responses.
- How to become Trauma Informed.



Stance – Truth and Reconciliation

“Education is what got us here
and education is what will get us
out.”

Murray Sinclair



Stance – Truth and Reconciliation




Pillars	Observing	Supporting	Disrupting
Pillar 1 -All Learners demonstrate knowledge and understanding of the world views and historical impacts of First Nation and Metis Nation.	?	?	?
Pillar 2 – Equitable opportunities and outcomes for First Nation and Metis Learners	?	?	?
Pillar 3 – Shared Management of Education	?	?	?
Pillar 4 -Culturally Appropriate Assessment	?	?	?
Pillar 5 – First Nation Languages are valued and supported.	?	?	?



Stance – Inclusion

- The opposite of exclusion.
- Complexity & Complexity Support
- Pedagogy
- Differentiation
- “Low Floor – High Ceiling”
- Aspirational

 **in·clu·sion**
/in 'klōōZH(ə)n, iNG 'klōōZH(ə)n/

noun

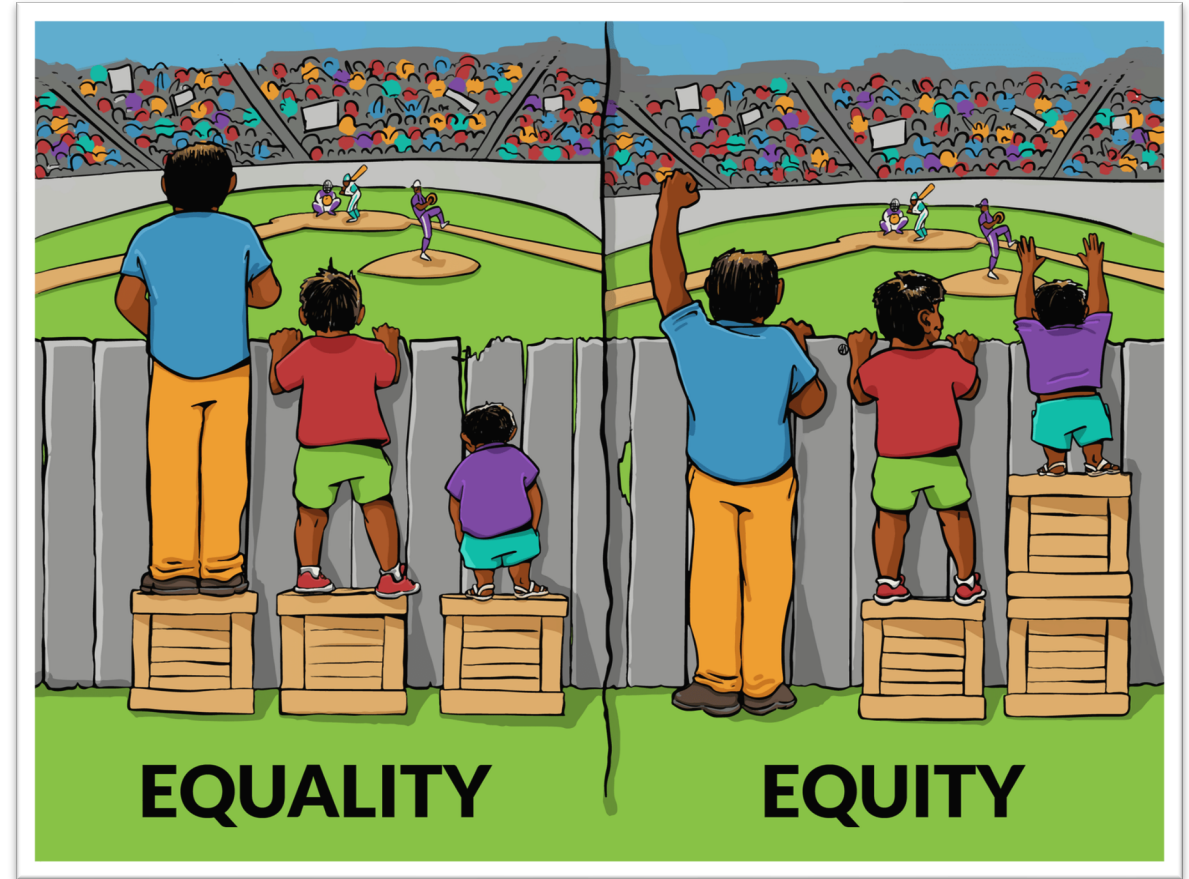
1. the action or state of including or of being included within a group or structure.
"federal legislation now mandates the inclusion of students who are English language learners"

Similar: [incorporation](#) [addition](#) [insertion](#) [introduction](#) [involvement](#) [▼](#)

2. the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups.
"we value and promote diversity and inclusion in every aspect of our business"

Stance - Equity

- What does data tell us?
- Does data tell us about student performance?
- Does data tell us about school / system performance?



Stance – Mental Health and Wellbeing

- Work should not be the antithesis of wellness
- The Pandemic
- Phones / Tech / Social Media



Well at Work

When staff are well, students flourish

Stance –
“Craft Teaching”



Strategies



Maybe the school is just another classroom.

The word “principal” has morphed into a noun though it has its roots as an adjective in the phrase “principal teacher.” - Aoki

Strategies

What should we celebrate?

What might we need to pay attention to?

Strategies - Proximity

- MBWA / LBWA
 - Be present
 - Side x Side
 - Furniture with wheels
 - Make it normal to be in classrooms



Great teachers are very clear about their approach to student behaviors. It can be summed up in one word: prevention. - Todd Whitaker

Strategy – Collective Efficacy

- “Fingerprints”
- If you want to go fast...If you want to go far...
- Voice(s)



“The perceptions of teachers in a school that the faculty as a whole can itself organize and execute the courses of action required to have a positive effect on students”

– Goddard, Hoy, Woolfolk Hoy

Strategy - Coaching

Current State v. Desired State
The Gap....



Strategy – Communication

- Communicate often.
- Communicate Positives.
- Foster a school culture and / or implement a system of NO Surprises!
- Communicate “up”.



Strategy - Compartmentalize

“Live life in day-tight
compartments.”

Dale Carnegie



Strategy - kiyam

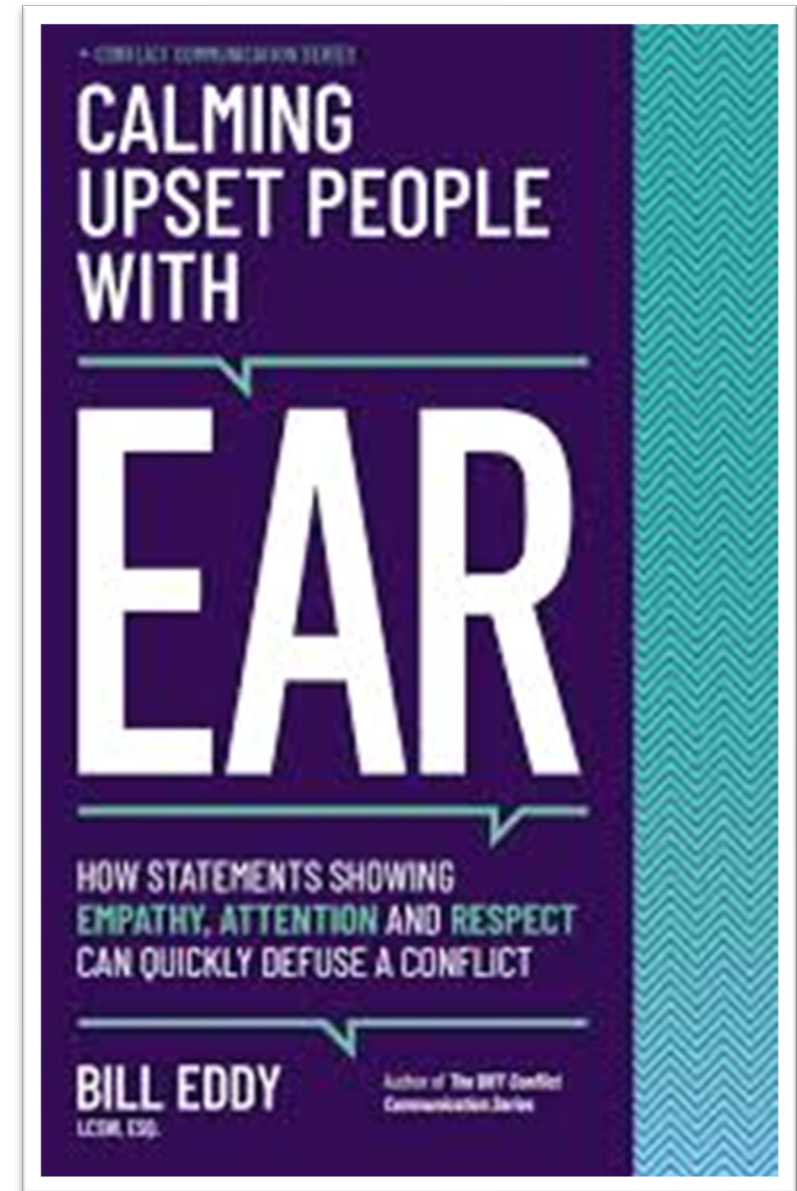


Scripts



Scripts - EAR

- **Empathy** - “I can see how frustrated you are by this situation and I want to help.”
- **Attention** - “Let’s talk about it so that I can really understand what’s happening.”
- **Respect** - “I have a lot of respect for the efforts you have made to deal with this problem.”



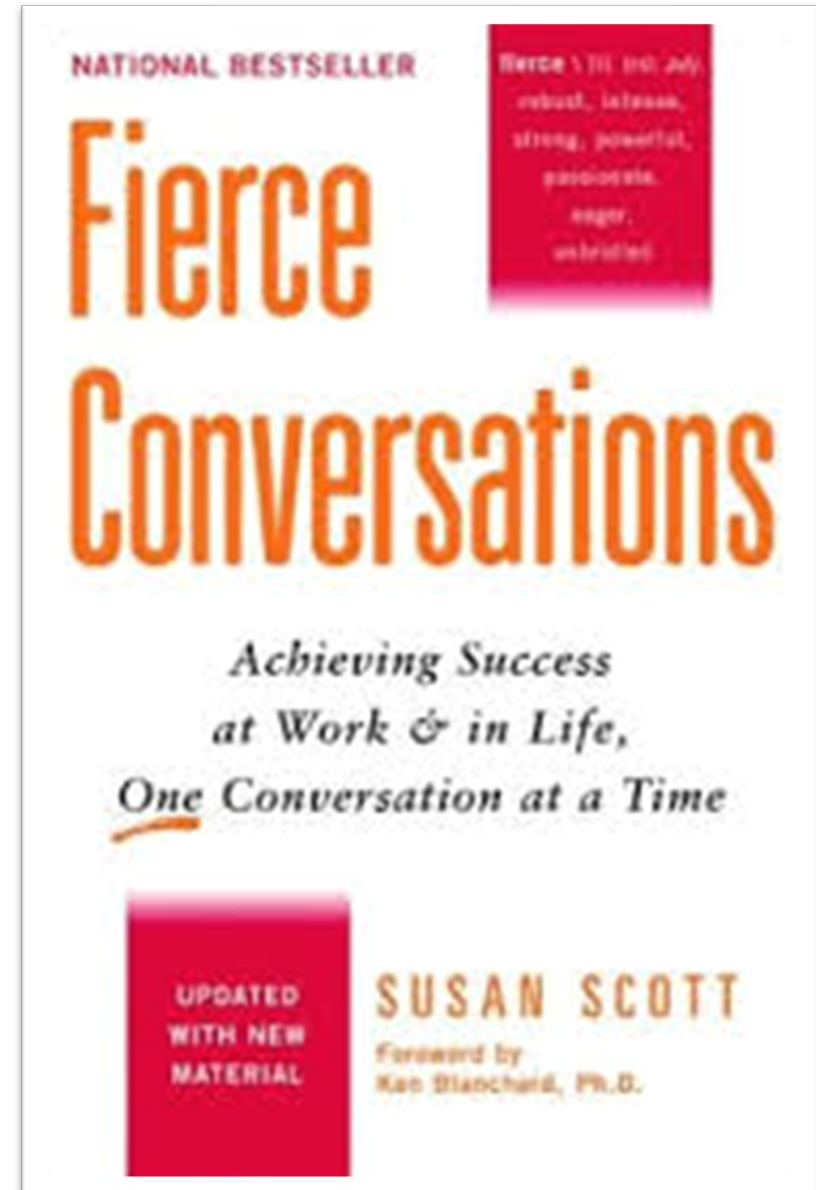
Scripts - BIFF

- Use with Hi Conflict Personalities (determined by a pattern of behaviour over time.)
- **Brief** – 3 – 5 sentences.
- **Informative** – Just the facts.
- **Friendly** – maintain composure, stay neutral if you can't be friendly.
- **Firm** – Hold your ground.



Script – 60 Second Conversation

1. Name the issue.
2. Select an Example.
3. Describe your feelings about the issue.
4. Identify your contribution to the issue.
5. Indicate a wish to resolve the issue.
6. Invite your partner to respond.



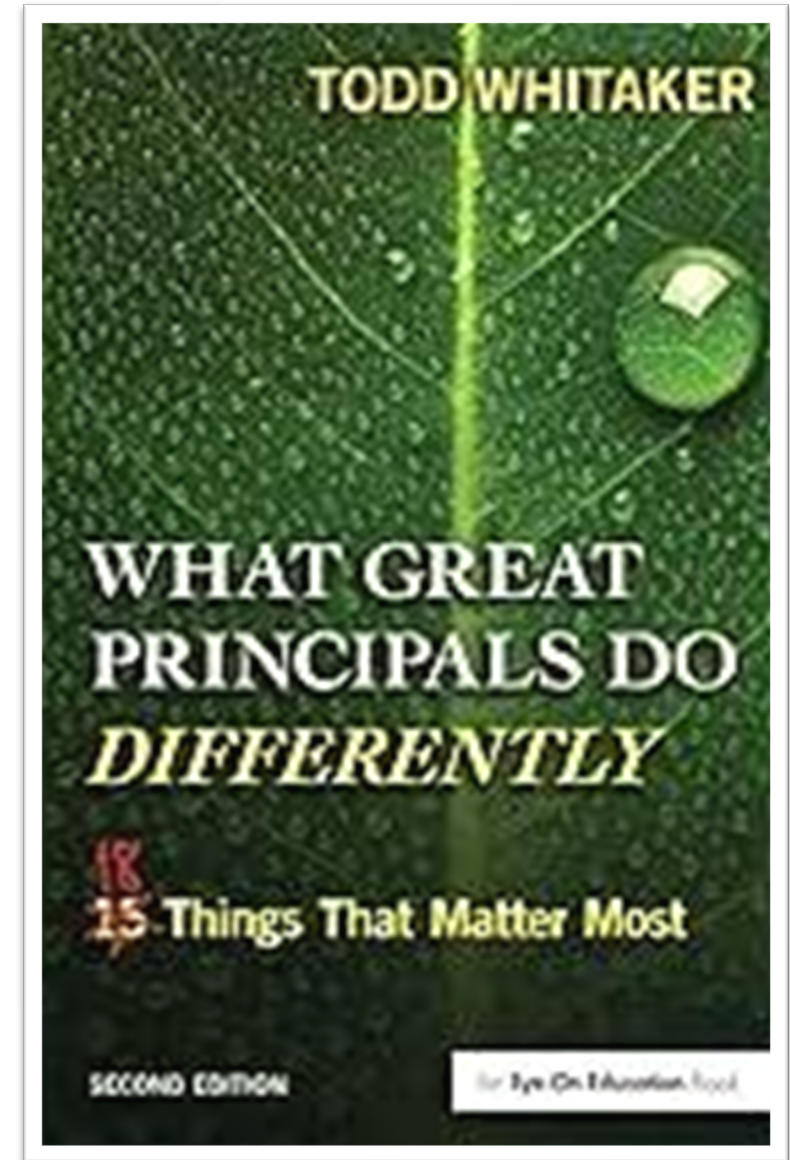
Script – Crucial Conversations

- Principle #1: Start with Heart.
- Principle #2: Learn to Look.
- Principle #3: Make it Safe.
- Principle #4: Master your Stories.
- Principle #5: State your Path.
- Principle #6: Explore Others' Path.
- Principle #7: Move to Action.



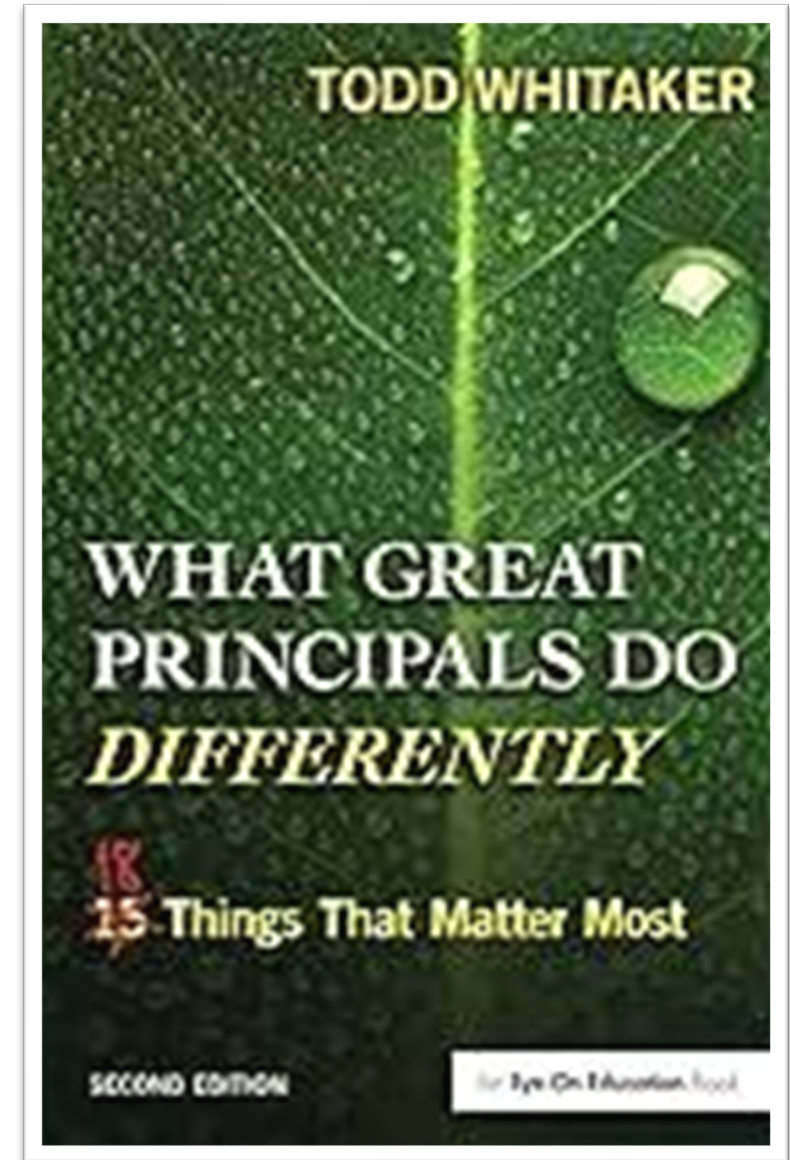
Script – Todd Whitaker

- People Not Programs
- Respect Everyone, Everyday, All the time
- Make it Cool to Care
- Prevention and Repair – Relational Capital
- Sarcasm is Never Appropriate.



Script – Todd Whitaker

- The student discipline conversation.



Parting Thought

