



You're a V.P., Now What?!

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Why ask why?



Always
REMEMBER
YOUR Why



Remember: everyone in the classroom has a story that leads to misbehavior or defiance. 9 times out of 10, the story behind the misbehavior won't make you angry. It will break your heart.

– Annette Breaux



Discipline connects the relationship

- Provides guidance.
- Enhances communication.
- Is prevention focussed.
- Problem-solving occurs.
- Empathic learning is occurring.

Punishment disconnects the relationship

- Hurt that a more powerful person does to a less powerful one, in order to gain a change in behavior.
- Forced compliance.

Discipline connects the relationship

- Leaves good feelings of belonging and connection intact.
- Teaches fairness, responsibility, and life skills.
- Preserves understanding.
- Respects both parent and child.

Punishment disconnects the relationship

- Anger is present; misguided learning is occurring.
- Passive aggression/rebellion is forming.
- Revenge breaks down communication.
- Child and adult feel misunderstood.
- Respects the parent, but not the child.

The Wheels On The Bus..

"Sometimes the most ordinary things
could be made extraordinary, simply
by doing them with the right people."

Elizabeth Green



Strategic Alliance





Leadership

Why We Need More Collaborative Leaders

Micro-Managers

Focuses on behavior

Demands answers

Checks the lesson plans of all teachers

Sends blanket e-mails to staff focusing on compliance

Patrols the hallways

Monitors lunch

Formal observations are a checklist

Meets with parents when they have issues

Faculty meetings focus on dates and new mandates

Reads education books and comes up with new ideas in isolation

Builds consensus

Students have to talk to the leader

Reactive

Collaborative Leaders

Focuses on learning

Fosters questions

Links teacher autonomy with growth evidence of students (Hattie)

Talks 1 on 1 with teachers

Engages in conversation with students

Eats, talks & sometimes serves lunch to students

Provides feedback focused on a teacher chosen, student-centered goal (linking together each observation)

Makes learning transparent to parents by flipping, branding & communicating

Flips faculty meetings to focus on PD teachers need

Understands the current reality of their school and collaborates with teachers to find solutions

Builds relationships

Students want to talk to the leader

Proactive

@PeterMDeWitt

Find Your Niche As A Leader

**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
ITS NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**

LisaHaisha.com

What Kind Of Service Will You Offer?





What's Your Mission?

CREATING YOUR SCORECARD



I couldn't decide whether I wanted to be teacher, a lawyer, a police officer, a politician, a healer, a counselor, an arbitrator, a manager, a dispute mediator, a nurse, a comedian, a researcher, a coach, a security guard, a detective, or a lion tamer.

I solved the problem by becoming

Vice Principal





HOW TO CREATE A SCORECARD*

1. **MISSION:**

Develop a short statement of one to five sentences that describes why this role exists.

Example: The mission for the customer service representative is to help customers resolve their questions and complaints with the highest level of courtesy possible.”

2. **OUTCOMES:**

Develop three to eight specific, objective outcomes that a person must accomplish to achieve an A performance.

Example: Improve customer satisfaction on a ten-point scale from 7.1 to 9.0 by December 31.”

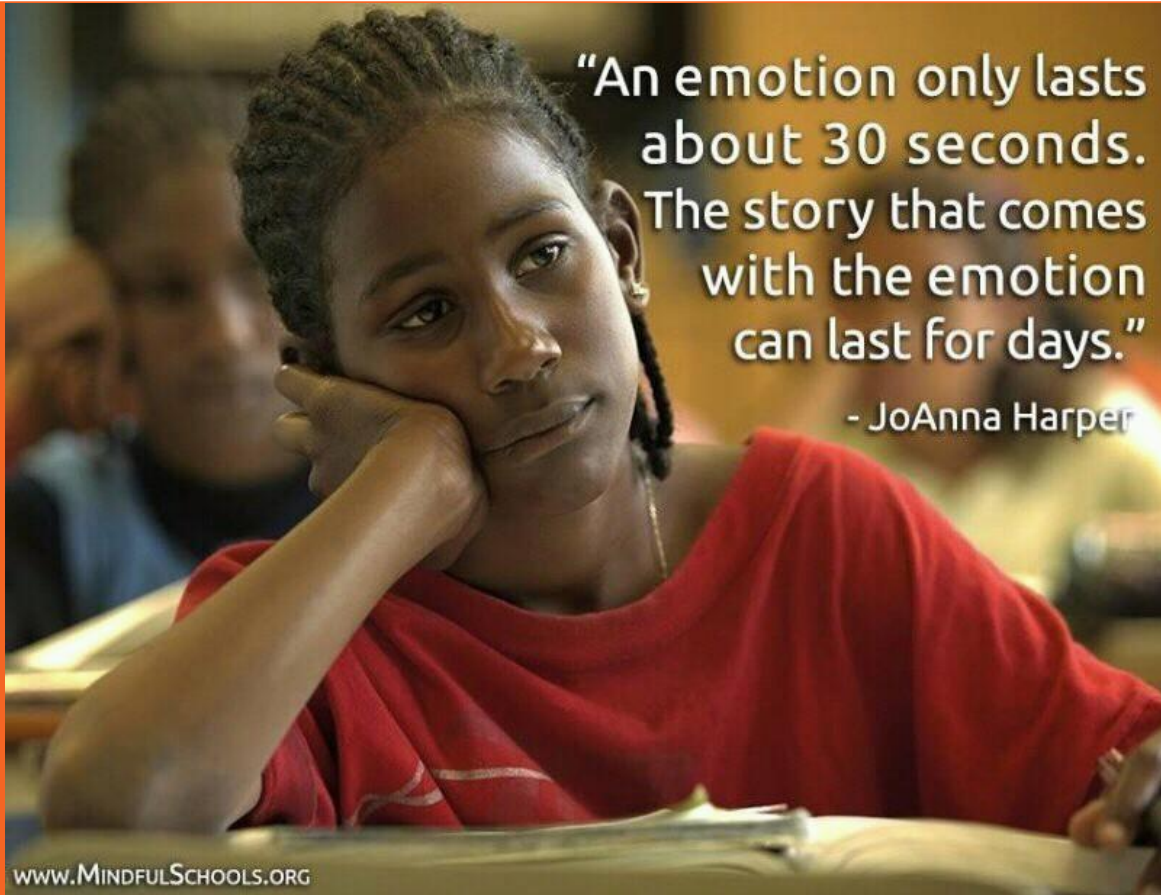
3. **COMPETENCIES:**

Identify as many role-based competencies as you think appropriate to describe the behaviors some must demonstrate to achieve the outcomes.

Example: Competencies include efficiency, honesty, high standards, and a customer service Mentality.

4. **ENSURE ALIGNMENT AND COMMUNICATE:**

Test your scorecard by comparing it with others who will interface with the role.



“An emotion only lasts
about 30 seconds.
The story that comes
with the emotion
can last for days.”

- JoAnna Harper

Things You Should Know

504

IEP

I&RS (Intervention Services)

Code of Conduct

District Policies

Home Instruction

Outside Resources

Safety Plans/Procedures

Manifestation Meetings/CST laws

Scheduling

Attendance Law/Policies

Homeless Policies

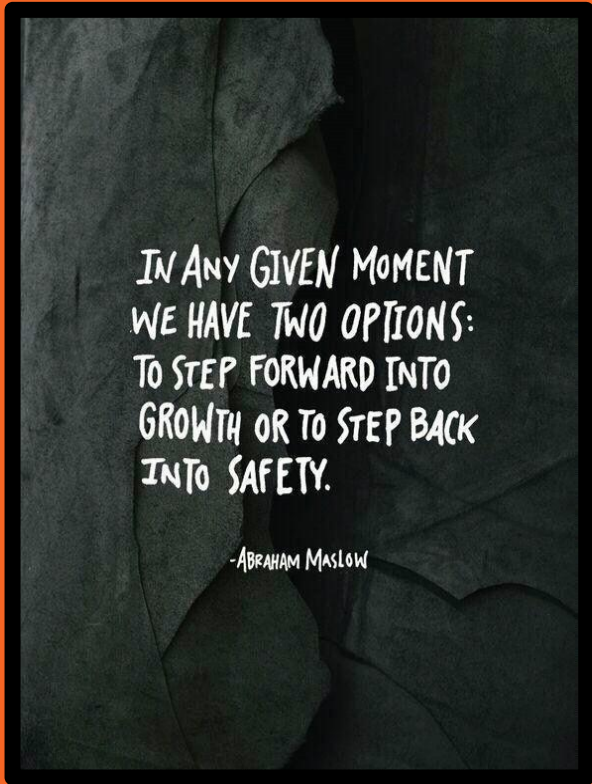
Transportation

HIB

Off Campus Policies

Due Process

YOUR STUDENTS!



Thank you!

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