



# Culture Building & Employee Engagement

# SESSION 7 WHO IS ON BOARD?



“

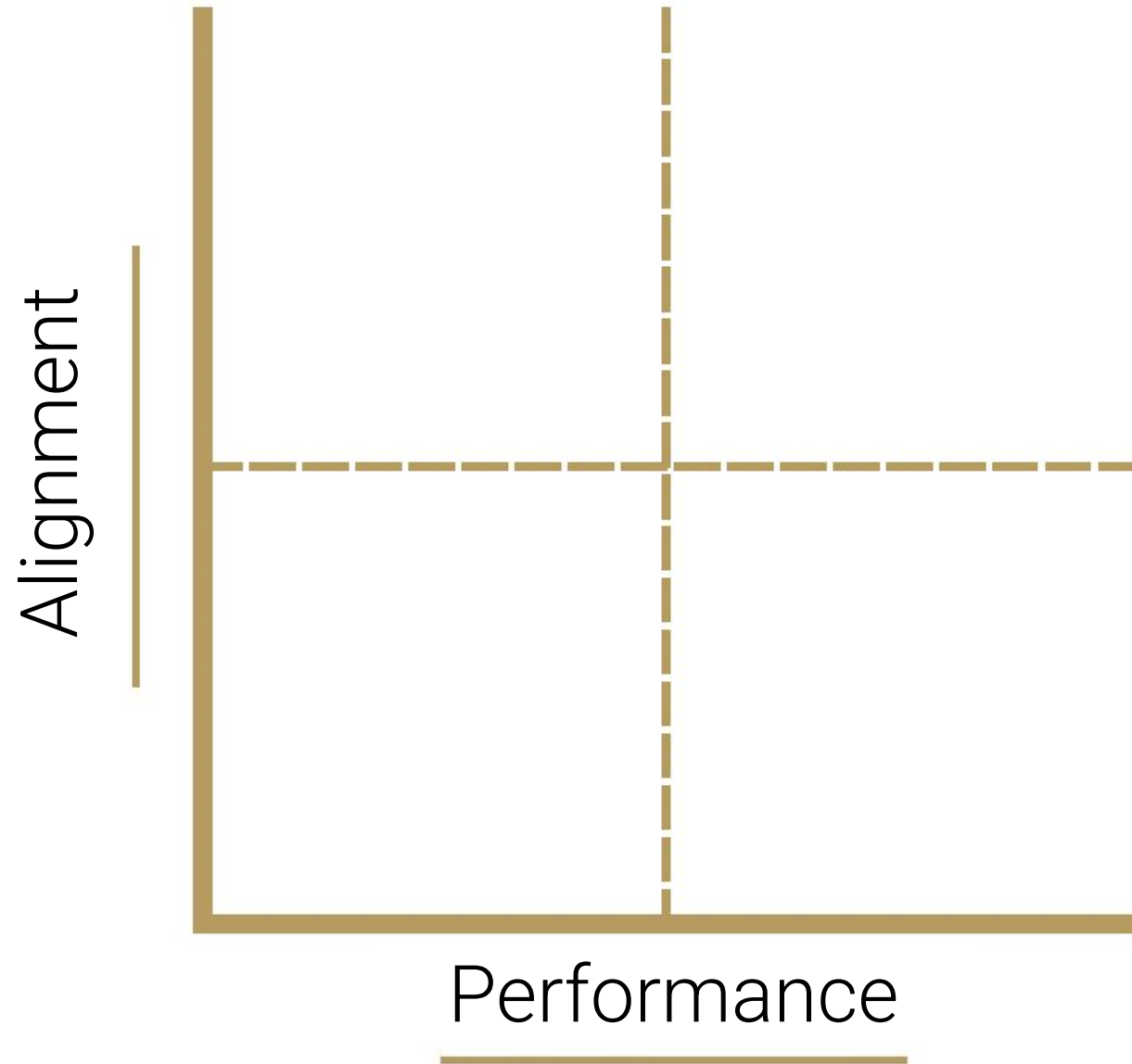
First “who” then “what”

~ Jim Collins

”

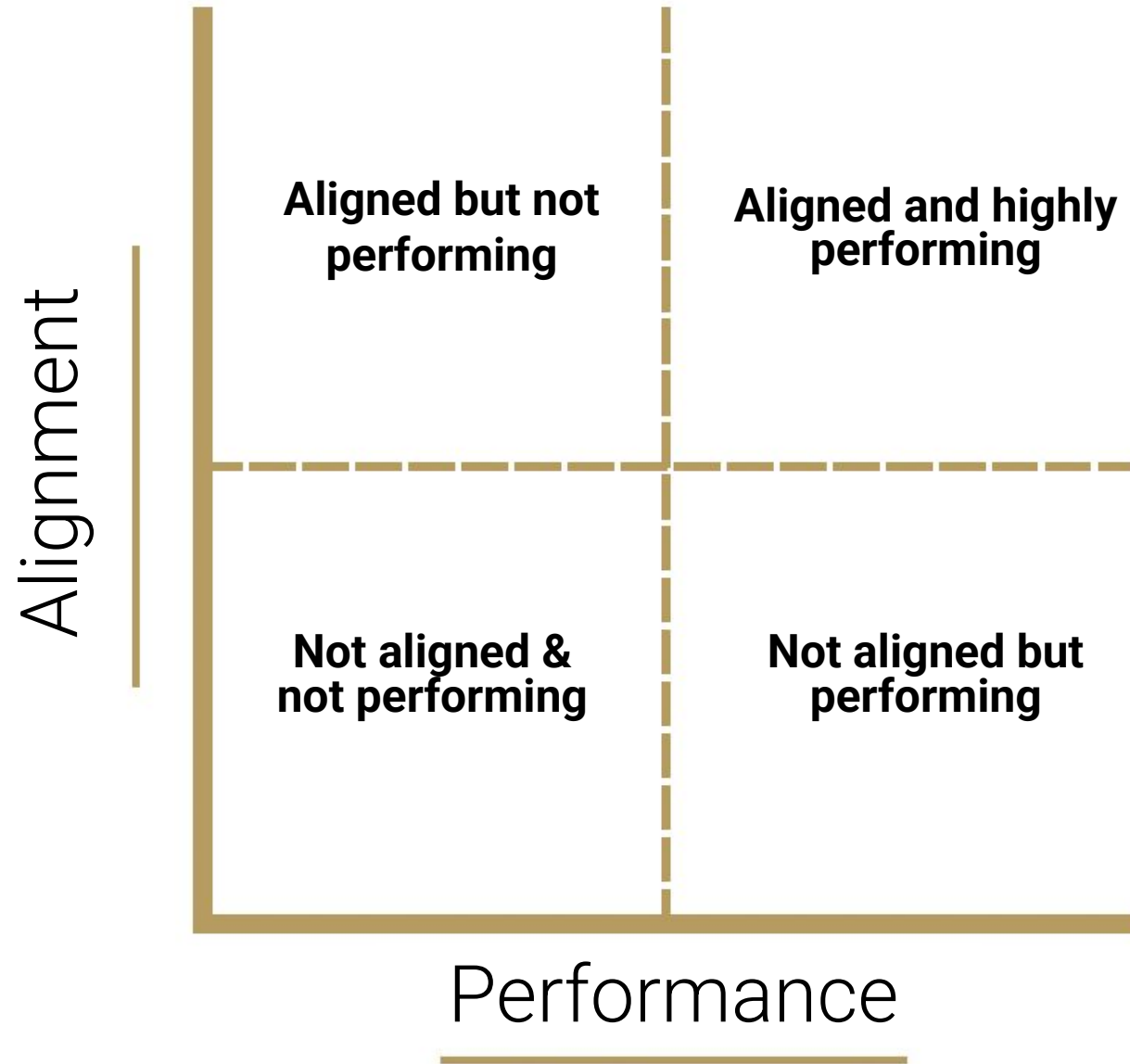


# ***Personnel Matrix***



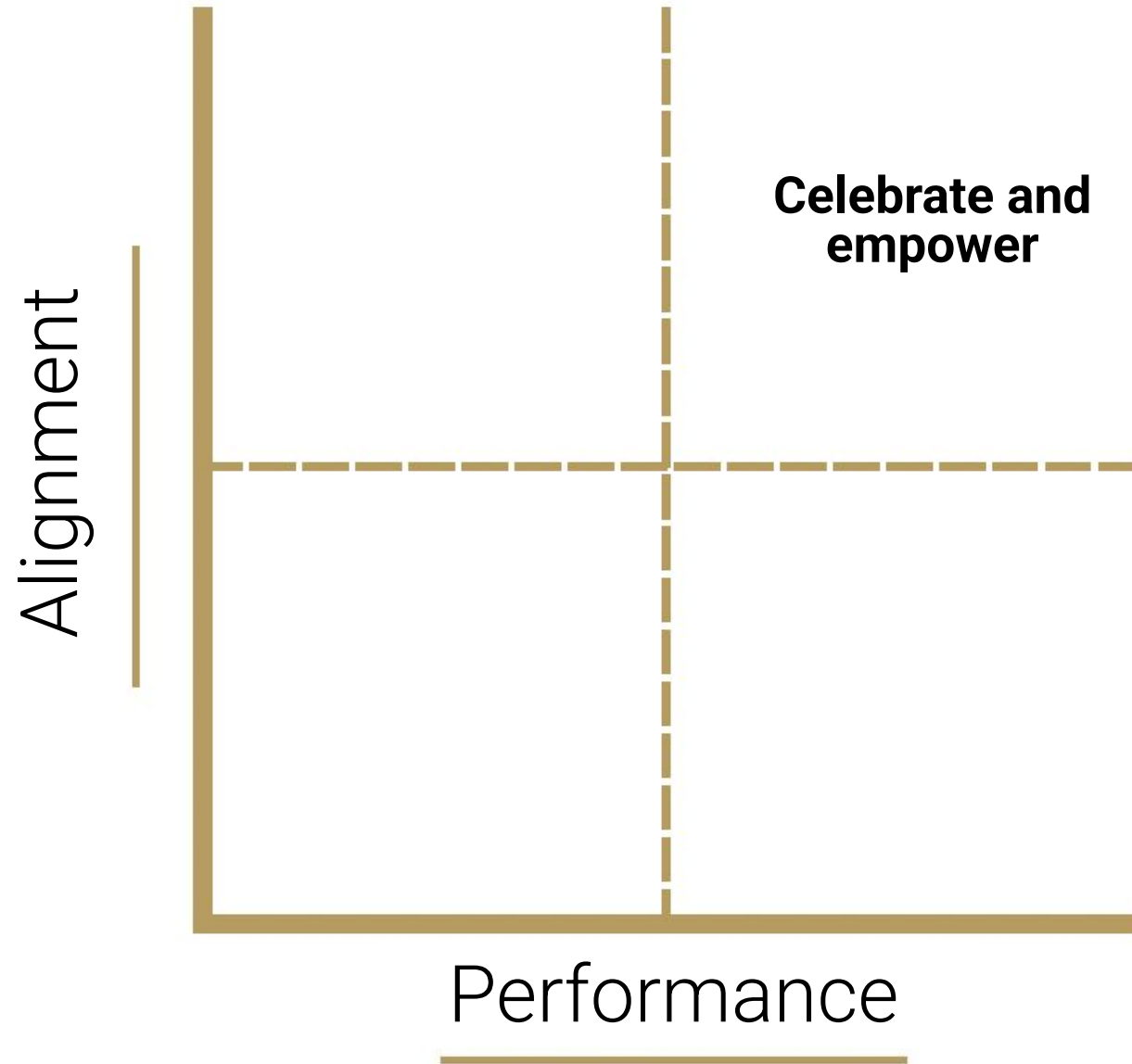


# *Personas*



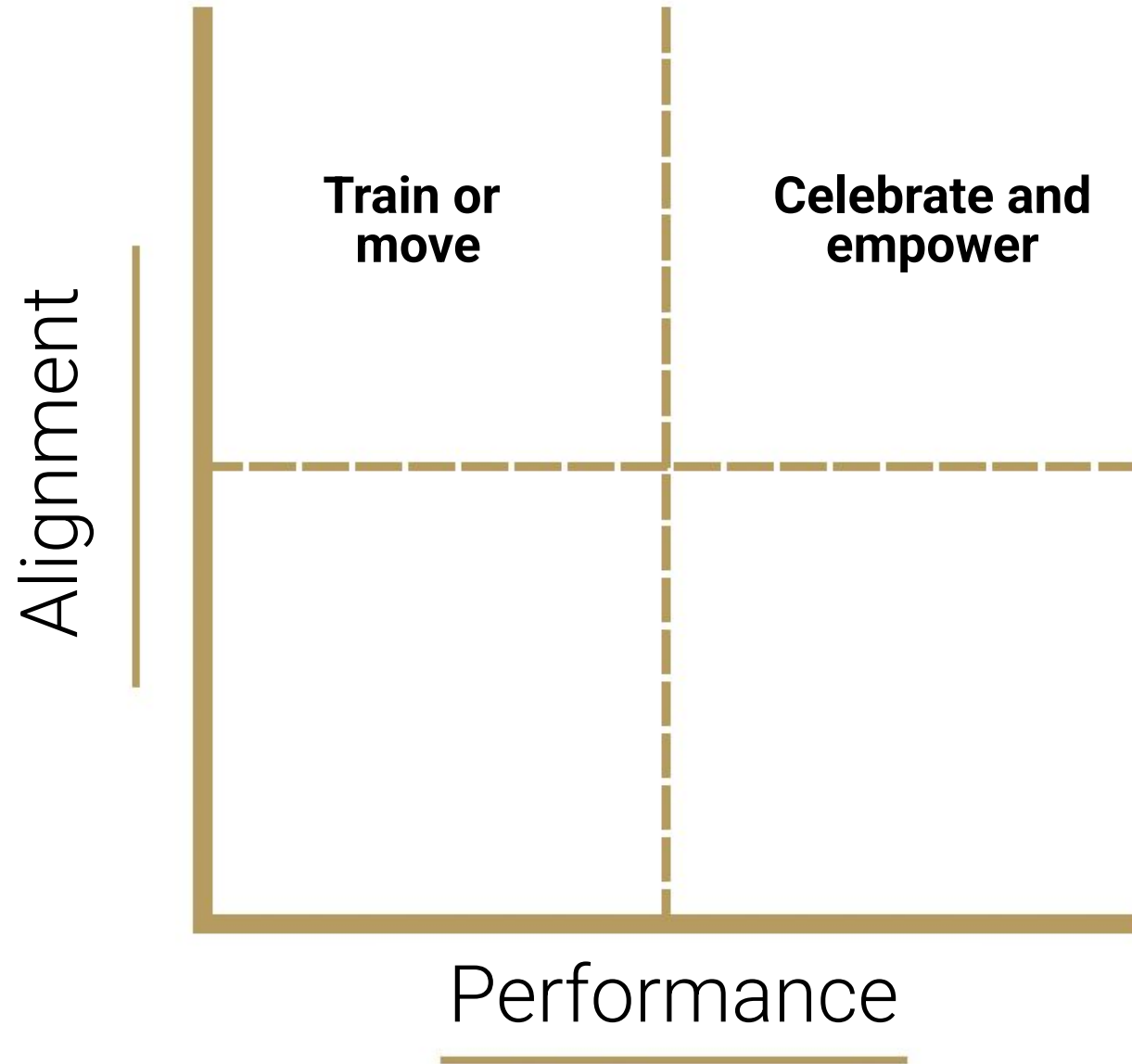


# *Action*



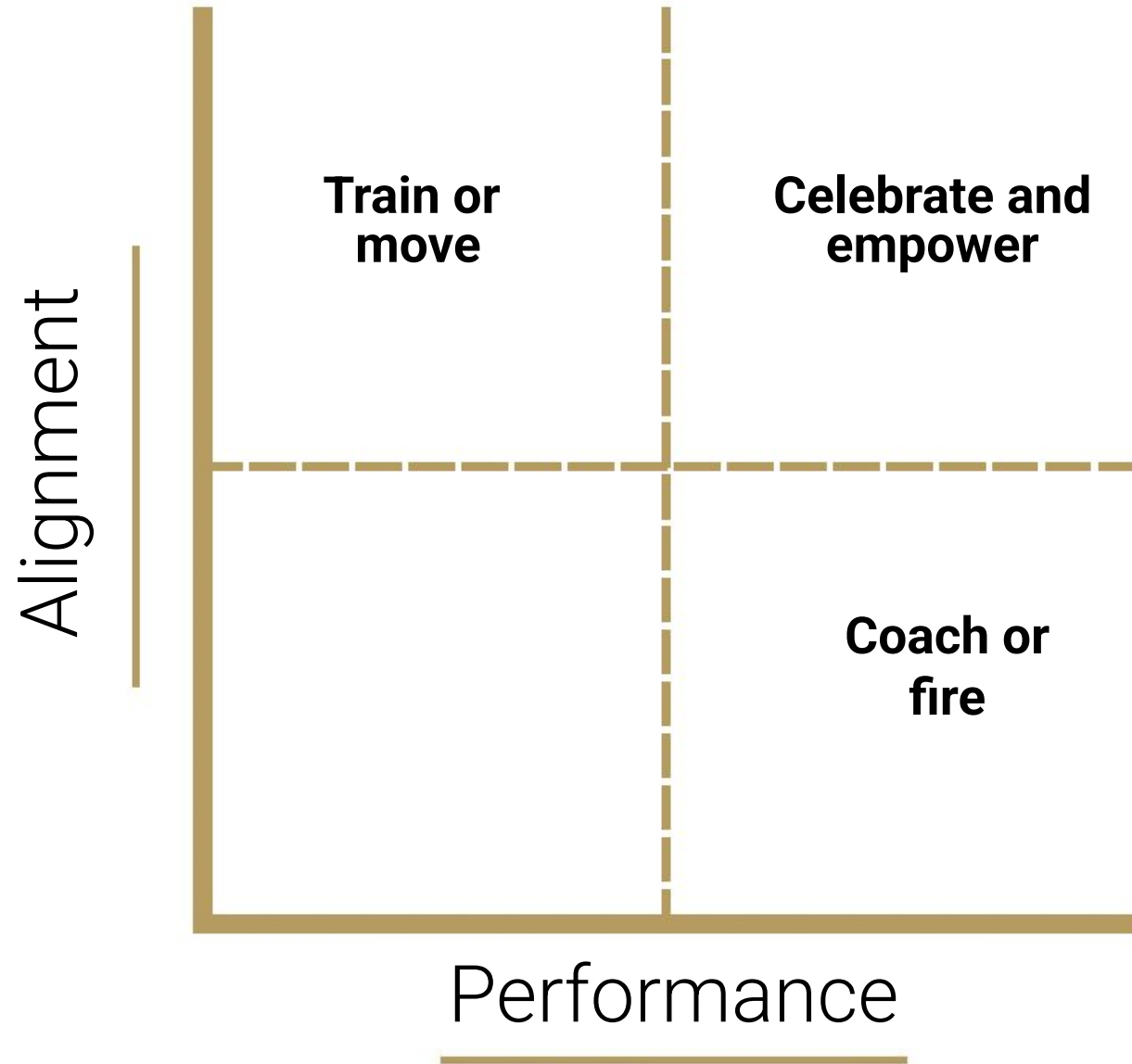


# Action





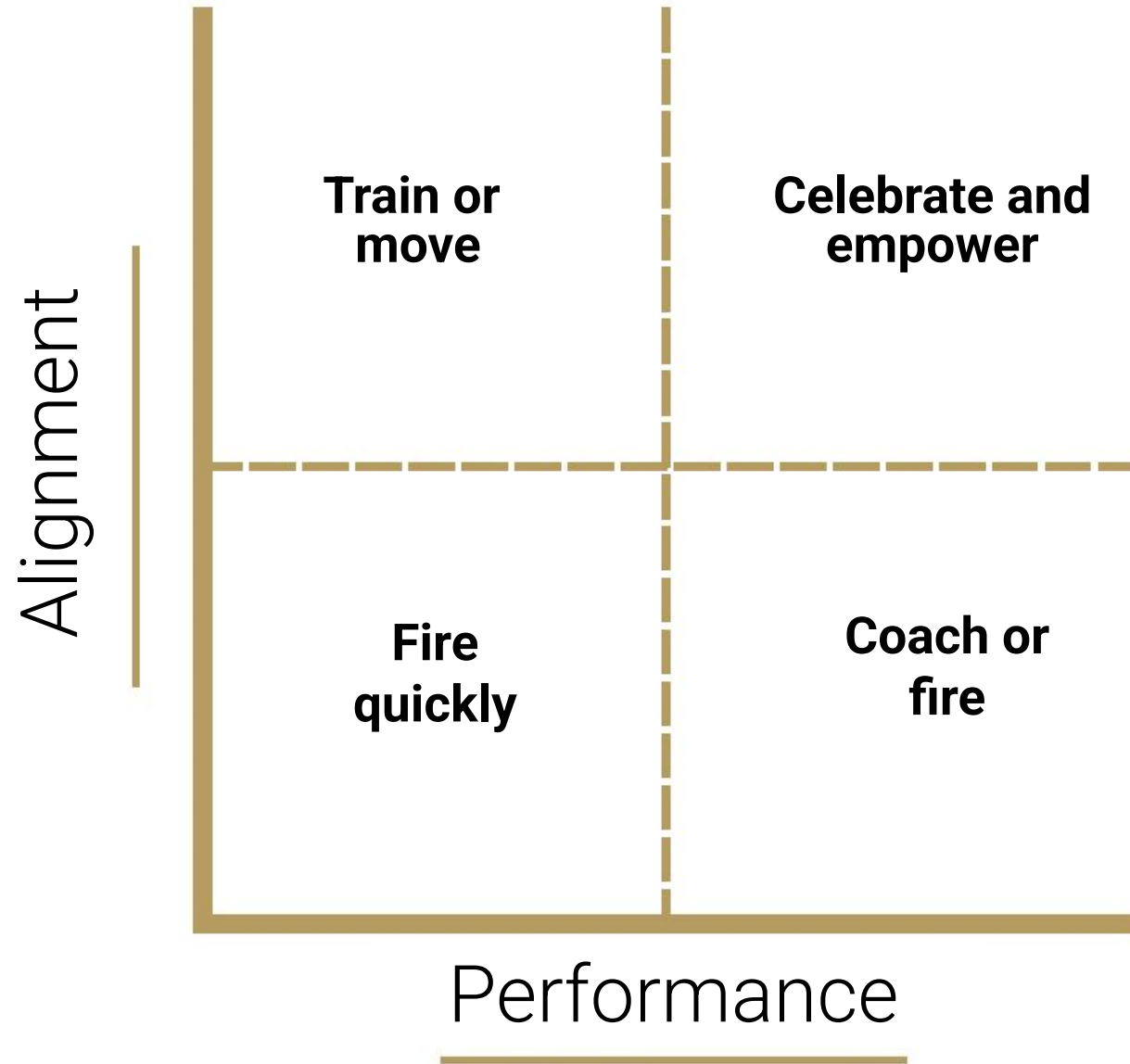
# Action







# Action





## THE JOB OF THE LEADERSHIP TEAM:

- Hire slowly
- Onboard comprehensively
- Resource intentionally
- Evaluate consistently
  - Grow (individuals, teams, & leaders)



## AS A LEADER: CULTURE OF EVALUATION

- » Leaders set the example - 360 review
- » Faculty/staff – rigorous evaluation tools
- » Understand how people process feedback
- » Courage to have tough conversations



## STUDENT ACTIVITIES (VALUE: RELATIONSHIPS)

- » Professional–Participates or attends student events that reflect positively on the school.
- » Advanced–Leads activities that reflect positively on the school.
- » Lead–Shows leadership and initiative to improve student



# TEACHER-STUDENT RELATIONSHIPS

(VALUE: RELATIONSHIPS)

» Professional–The teacher treats students respectfully, and students indicate that they can approach the teacher outside of class for help. Positive student-teacher relationship allows teacher to earn capital with students.



# TEACHER-STUDENT RELATIONSHIPS

(VALUE: RELATIONSHIPS)

» Advanced—Establishes and uses significant relational capital with students. Discipling relationship with students. Teacher effectively uses capital they have built with students.



# TEACHER-STUDENT RELATIONSHIPS

(VALUE: RELATIONSHIPS)

» Lead—There is evidence that students often cite this teacher or class as a source of spiritual growth and inspiration. Teacher effectively spreads out the capital built with students.



**PARENT  
COMMUNICATION**  
(VALUE: PARTNERING  
WITH PARENTS)

» Professional - Consistent  
and effective communication  
with parents including regular,  
positive calls/emails home





**PARENT  
COMMUNICATION**  
(VALUE: PARTNERING  
WITH PARENTS)

» Advanced–Gets parents and students excited about his/her classes. Evidence of parent confidence in teacher's competence in subject matter as well as the teacher's ability to positively impact students (such as demand for classes).



**PARENT  
COMMUNICATION**  
(VALUE: PARTNERING  
WITH PARENTS)

» Lead–Parents go out of their way to ensure that their kids are in this teacher’s classes or a part of their activities. The teacher actively and positively impacts the school’s reputation.



## AS A LEADER: CULTURE OF EVALUATION

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# How do I respond to criticism?

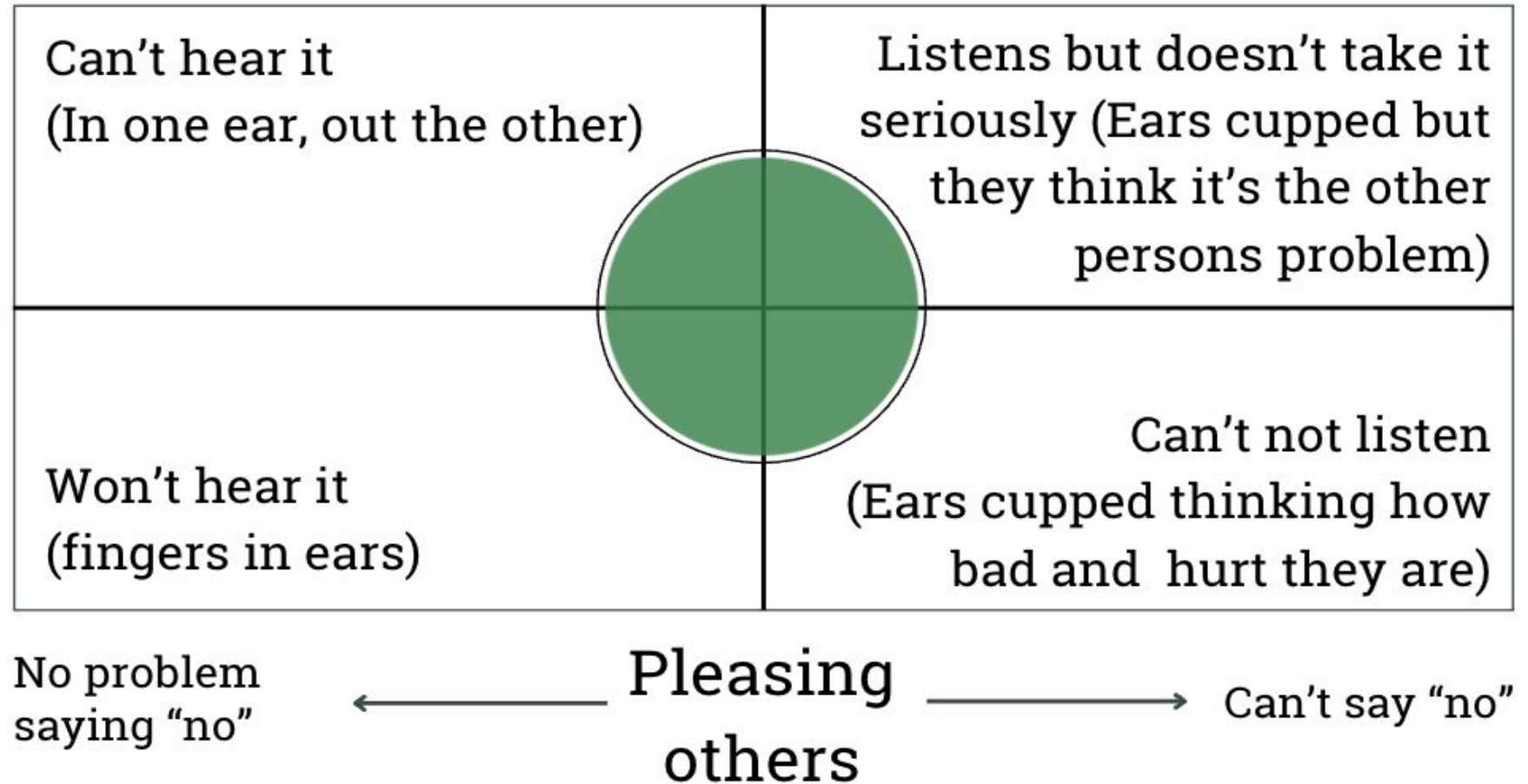
## Frost's Window



Impervious  
to criticism

Self confidence  
as it relates to  
criticism

Devastated by  
criticism





## AS A LEADER: CULTURE OF EVALUATION

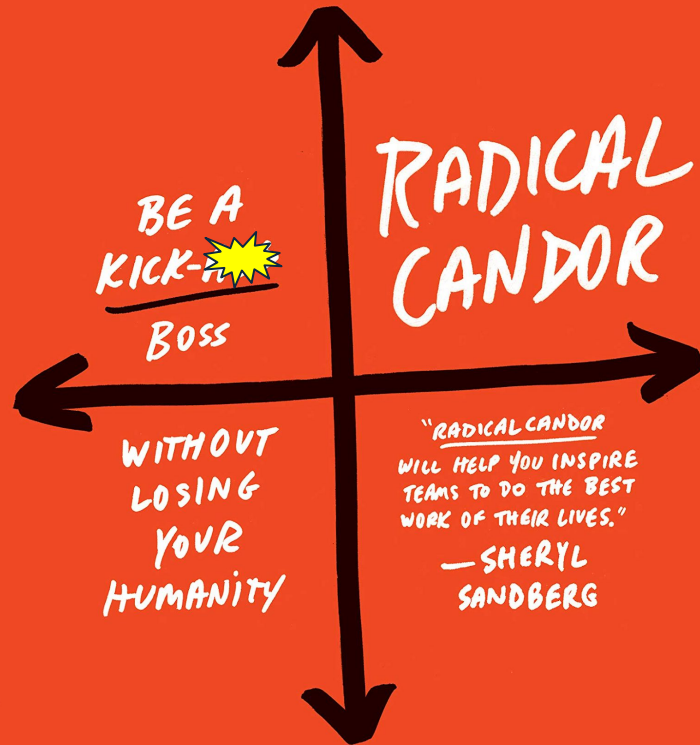
- » Leaders set the example - 360 review
- » Faculty/staff – rigorous evaluation tools
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## AS A LEADER:

Let your mission and your  
“Why” guide you when there are  
tough decisions to be made.

NEW YORK TIMES BESTSELLER



**KIM SCOTT**

**4 MILLION COPIES SOLD**

UPDATED SECOND EDITION

# crucial conversations



**TOOLS FOR TALKING WHEN  
STAKES ARE HIGH**

FOREWORD BY STEPHEN R. COVEY

NEW YORK TIMES BESTSELLING AUTHORS  
PATTERSON • GRENNY • McMILLAN • SWITZLER



# TEAMS...

- Common goals and values
- "The Ideal Team Player" Lencioni
- Overcoming "The Five Dysfunctions of a Team" Lencioni
- "A New Kind of Diversity" Elmore
- "The Speed of Trust" Covey





- What is your why?
- How has God uniquely wired you for leadership?
- How might I be more aware of my team dynamics?
- Why does my school exist? What is our rallying cry?



- How must the adults in my organization behave in order to move the mission forward?
- What behaviors can I absolutely not afford to tolerate?
- Are our educators flourishing? And how do we know?

# COACHING & SELF LEADERSHIP

When not in a coaching session, take this time to do something that will give you energy:

- Take a walk
- Read a book
- Grab coffee with a friend
- Pray, rest



# Prepare:

Each school presents in 5 minutes:

- 2 strengths
- 2 areas of growth
- 1 immediate next step
- 1 future big rock

p. 122-123



	Community Room	Meeting Room 1	Private Dining	Training Room
	Stefanee	Kori	Susan	Doug
4:00-4:35	Haywood	Shepherd of the Coast	Living Water	Veritas (MA)
	Veritas (TX)	Clemson Classical	Holy City	Veritas (KS)
	Christian Life	Mayer Lutheran	Charlotte Mason	League of Christian Schools
4:40-5:10	Destiny School of the Arts	Providence (TN)	Holy Cross	Zion
	Providence (GA)	Flagstaff Christian	Rivertree	Veritas (MO)
	Calvary	Valley Christian	Holy Family	NorthStar
	Spanish River			Genesis



# REFLECTION QUESTION 1



After a day and a half of discussing culture,  
my biggest takeaway for my *school* is

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## REFLECTION QUESTION 3



After a day and a half of discussing culture, I'm still curious about

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## REFLECTION QUESTION 3



After a day and a half of being with fellow educators, I am feeling encouraged because \_\_\_\_\_