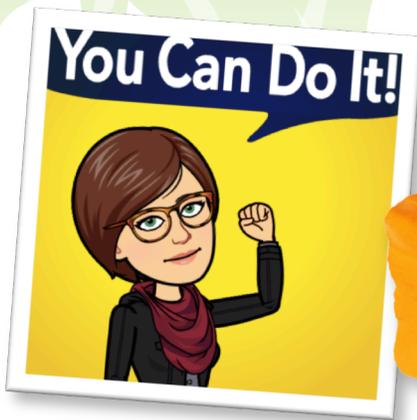


M A R C H 2 0 2 0

# SAU 61 Office of Curriculum Curriculum Matters

Misty McBrierty Ed.D



*Leadership is not about titles, positions, or flow charts.  
It is about one life influencing another. John C. Maxwell*



## Links to ISLLC Resource

[http://npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders\\_2015.pdf](http://npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders_2015.pdf)  
(PDF of Standards)

<http://www.ascd.org/publications/newletters/policy-priorities/vol21/num01/New-Standards-for-Education-Leaders.aspx>  
(ASCD Article)

Link to Special Report by the Wallace Foundation on Effective School Boards and Superintendents:  
<https://www.wallacefoundation.org/knowledge-center/Documents/Effective-Superintendents-Effective-Boards-Finding-the-Right-Fit.pdf>

## ISLLC Standards for Leaders

This month's Curriculum Matters will continue to focus on leadership. The most important component of organizational health is a cohesive and trustworthy leadership team. This starts at the very top with the School Board, District Leaders, and building leaders. This team's ability to work together, trust each other, and build capacity within the organization is the single most important factor in building an organization that will thrive for our learners. We have a great responsibility to the learners, staff, and families we serve.

### March Meetings....

#### CIA Meeting

3/12/20

Seacoast CIA  
Meeting featuring  
Ellen Hume  
Howard

#### Competency Committee

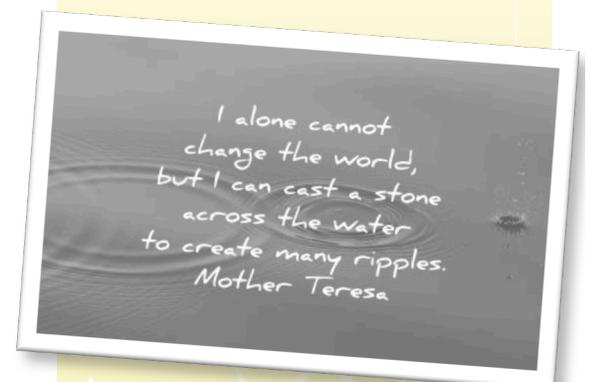
3/25/20

#### PD Committee

3/26/20

#### Board and Admin Retreat with Barrett Christina

3/31/20



# Organizational Health

## Patrick Lencioni's 4 Disciplines of Organizational Health Video

<https://www.tablegroup.com/topics-and-resources/organizational-health/#ohvideo>

### 4 Disciplines

PDF Summary of the 4 Disciplines:

<https://www.tablegroup.com/download/the-advantage-model-and-summary/>

1. Build Cohesive Leadership Team
2. Create Clarity
3. Reinforce Clarity
4. Over communicate Clarity



## Employee Engagement

Video: <https://www.tablegroup.com/topics-and-resources/managing-people/#empEngagement>

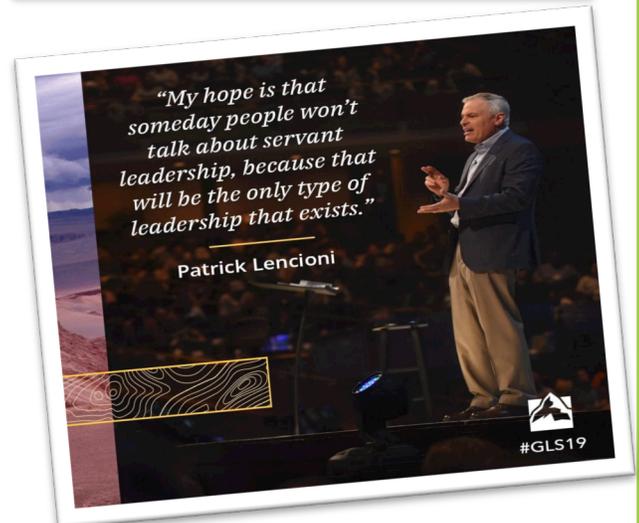
### Three Signs of Job Misery

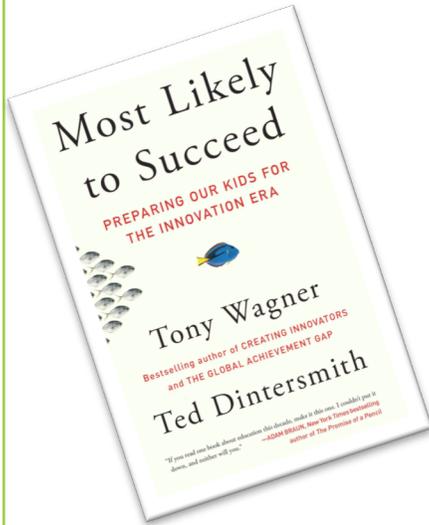
- Anonymity: Not Known, seen, heard
- Irrelevance: Work isn't relevant to organization and others
- Immeasurement: No measurement of themselves accomplishing goals



## What are Farmington Staff Saying..

Staff in the Farmington School District want to be empowered, they want clarity of a vision for the district, and they want to be recognized for all the work they do that is good. We won't throw the babies out with the bathwater when we have a strategic design built but it will help with the clarity and planning moving forward. They are in great need of this direction.





## Strategic Design Update

### Preliminary Work

- ☒ Address immediate business and organizational issues
- ☒ **Build leadership capacity**
- ☒ **Build harmonious relationships with staff**
- ☒ **Ensure that the board of trustees understands and supports the reform efforts**
- ☒ Improve instructional practices
- ☒ Seek out research-based practices and outside perspectives
- ☒ Engage key stakeholders in a jointly

Linda Laughlin has met with our leadership team to begin planning the event. We are creating our list of people to contact, communication materials, registration forms, and working with Linda on the details of her facilitation of the event. Any advice on how to get the word out would be greatly appreciated.

While the Strategic Design event itself is to create the design for the district our leadership capacity is a critical area and the most important to work for now. The urgency for a strong, trustworthy, and productive leadership team is one of the biggest concerns of many. The staff in particular wants this team to be stable and sustainable. The shifting leadership has been hard on them.



## Future is Now Article

[https://media.a4le.org/midwest/FIN\\_Nov2010.pdf](https://media.a4le.org/midwest/FIN_Nov2010.pdf)

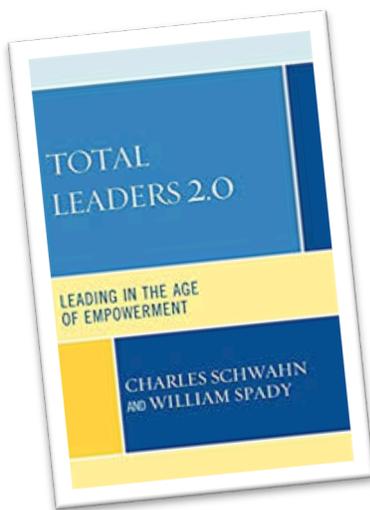
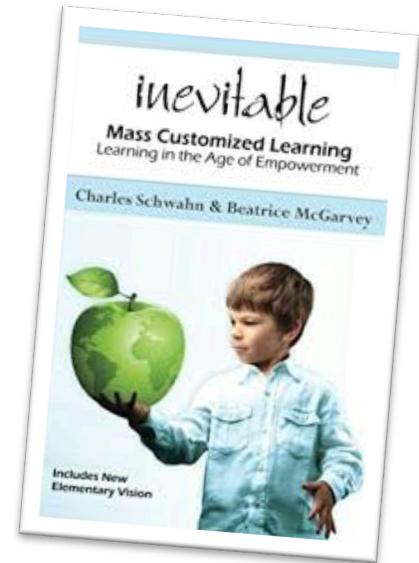
*This article helps us understand what the future conditions are that our kids will face as they move into adulthood and have to manage these conditions successfully to thrive. This article will be a part of the Strategic Design Event. It would be helpful especially for parents and staff to read in order to understand the graduate exit outcomes we need to build and then instruct in order to prepare our learners for what lies ahead and even now for them.*

***We are preparing kids for a world that doesn't exit yet!!!***

# Total Leaders

## Inevitable

I highly recommend this book by Chuck Schwahn and Bea McGarvey as it is written not just for educators, but also for those outside of education to understand the urgency of changing our structural system from a traditional structure to a customized or personalized structure. It is not written in eduspeak and that is very helpful for everyone. Here is a link to Chuck and Bea's website: <http://mcl4yl.com/> I also recommend going to the National Summit. It is in Portland Maine this year! <https://www.mclalliance.org/>



## Total Leaders 2.0

Schwahn and Spady write a compelling argument and provide insights and strategies for leaders to lead in the age of empowerment. Their work has support educational leaders and organizations outside of education for decades. I highly recommend this book to everyone. You don't need a title to be a leader.

## Sir Ken Robinson

Ken Robinson first became known for his book called the Element, which I highly recommend reading. He has been a significant figure in looking at our school structures and how they kill creativity and innovation. This Ted Talk is really good and he is very funny. Enjoy! <https://youtu.be/wX78iKhInsc>



## Tony Wagner and Ted Dintersmith

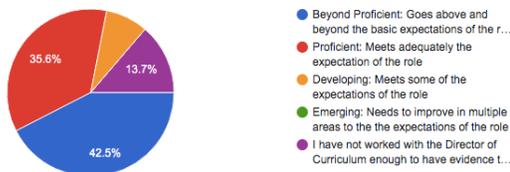
Tony wrote the book "Most Likely to Succeed" with Ted Dintersmith. This work is very good and I really like Tony's way of presenting these ideas. Here is a video of Tony discussing his research and ideas: <https://youtu.be/hvDjh4l-VHo> I also highly recommend reading the book. Very engaging. I also recommend seeing the film they produced. Look for a showing near you.

# Director of Curriculum Evaluation Survey Results from Staff

The full results of my survey are attached below but here are some highlights from the data. All the comments I have published as well. I can glean a lot from the themes that come from them. I have used this wonderful feedback from the staff to plan and also to work on the areas they are letting me know I am not doing so great in. It is a journey but I do appreciate the staff's willingness to take the time to do this form. It is extremely helpful.

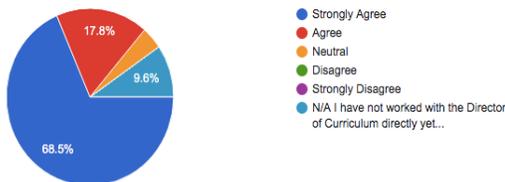
I would give the Director of Curriculum the following overall rating on her performance as of March 2020

73 responses



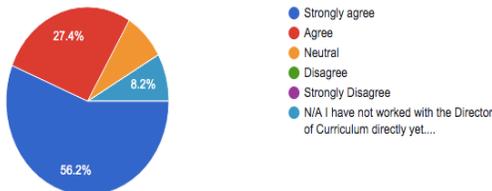
The Director of Curriculum has been professional and ethical in our working relationship

73 responses



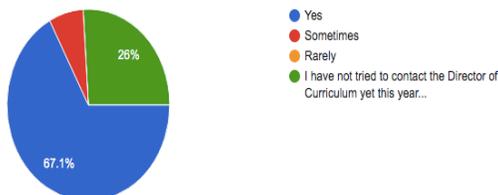
I believe the Director of Curriculum is a trustworthy leader...

73 responses



When contacting the Director of Curriculum for support or information have you received timely information and support?

73 responses



The most accurate results as of 3/10/20 at 3:30 are attached. The following questions I wanted to highlight as they help me gauge how I am doing with my relationships in the district.

(76 People responded to the survey (FHS 27, VV 22, HW 22), which is about 1/2 the instructional staff)

Overall Performance Rating by Staff:

78.1% Proficient or Beyond Proficient

7 people said developing and 10 said they had not worked with me enough to score.

Professional and Ethical Rating by Staff:

86.3% Agree or Strongly agree

8 People said they had not worked with me yet. No-one said they disagreed

Trustworthy Leader Rating by Staff:

83.6% Agree or Strongly Agree

6 People said they had not worked with me yet. No-one said they disagreed

Communication Rating by Staff:

73.9% said Yes

5 People said sometimes

19 People said they had not tried to contact me yet. No-one said they disagreed

*This feedback is very helpful. I have work to do and hope that my scores improve by midway next year to somewhere in the 90-100% range. I am not perfect but will keep working on making sure people feel cared about and supported.*



*View from my dock at Camp on  
Moosehead Lake. This is where  
I go to renew...*

## Director of Curriculum Self Reflection ISLLC Standards

I have attached my self-evaluation on my performance as of March 2020 based on these leadership standards. I think it is very important that everyone and certainly us as leaders reflect and set goals for our performance. Using the feedback from the staff, colleagues, and the standards I have created a self-evaluation that I felt important to share with the community and staff. I am always looking for feedback and more effective ways to connect. Let me know if you have ideas! I am happy to hear them.

Thank you for all  
your support  
Farmington!!



One of the pieces of feedback I received from the staff is about 12% of the staff that took the survey said they didn't know where I was located in the district. I thought that it might be good to put that in my board report so not only can the staff find me but so can parents and community members. I do have an open door policy but I would call or text me if you would like to stop by as I often am out and about in the district. ***My office is located in Henry Wilson Memorial School Room 124.*** That is in the 5<sup>th</sup> grade hallway right next to the multipurpose room. I welcome visitors!! Here is a picture of the door to my office so you know what you are looking for. Here is my district cell number and e-mail as well:

Contact Information:

Cell: **603-234-8139**

Email: [mmcbrierty@sau61.org](mailto:mmcbrierty@sau61.org)



***Curriculum Café!!  
Walk-Ins Welcome!***

