

# DYNAMIC LEADERSHIP

➤ **RISE CONFERENCE 2024**

**RISE CONFERENCE**

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# **VETERAN VS. NOVICE PERSPECTIVE**



## **THE NOVICE**

Christine Glynn, B.A. M.A. M.S.

St. Patrick School, Bay Shore NY

440 Enrollment

Teaching since 2016 - Administrator since 2022

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[www.spsbayshore.org](http://www.spsbayshore.org)

# **LEADERSHIP: HOW IMPORTANT IS EXPERIENCE?**

## Responsible

Decisive  
Composed  
Collective  
Principled  
Demanding  
Accountable  
Focused

## Core Traits

Integrity  
Inspirational  
Inclusive  
Authentic  
Transparent

## Responsive

Pensive  
Passionate  
Individual  
Adaptive  
Compassionate  
Empathetic  
Opportunistic



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# **VETERAN VS. NOVICE** **PERSPECTIVE**



## **THE VETERAN**

Pat McLaughlin, B.S. M.S. M.S.

St. Francis Preparatory, Queens NY

2455 Enrollment

Teaching since 1981 - Administrator since 1991

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[www.sfponline.org](http://www.sfponline.org)



**0 - 10YRS**

**11 - 20YRS**

**20+ YRS**

**30+ YRS**

# THE DYNAMIC CONVERSATION

**MINDSET**

**SERVANT LEADERSHIP**

**RETENTION**

**INSTRUCTION**

**OUTREACH**

**CRISIS / CONFLICT**

**GROWTH**

**VERSATILITY**

**RESILIENCE**

**GOAL SETTING**

**TEAM DEVELOPMENT**

**ANALYZING DATA**

**DEVELOPING CULTURE**

**MISSION STATEMENT**

**NAVIGATING CHANGE**

**RECRUITMENT**







**DECISION MAKING**






**RELATIONSHIPS**







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- Fresh Perspective
  - Adaptability + Willingness to Learn
  - Current Knowledge of Educational Trends
  - High Energy + Enthusiasm
  - Open to Building New Relationships
  - Focused on Long Term Goals
  - Relatable to Younger Staff + Students
  - Flexibility + Persistent in Trying New Methods
  - Commitment to Proving Themselves

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- Experience + Institutional Knowledge
  - Community Trust + Relationships
  - Skillful Conflict Resolution
  - Vision + Long Term Planning
  - Mentorship for Staff + New Administrators
  - Leadership Stability
  - Enhanced Decision-Making
  - Broad Network + Resources
  - Professional Esteem

# OUR FOCUS

**MINDSET**

**SERVANT LEADERSHIP**

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**RELATIONSHIPS**

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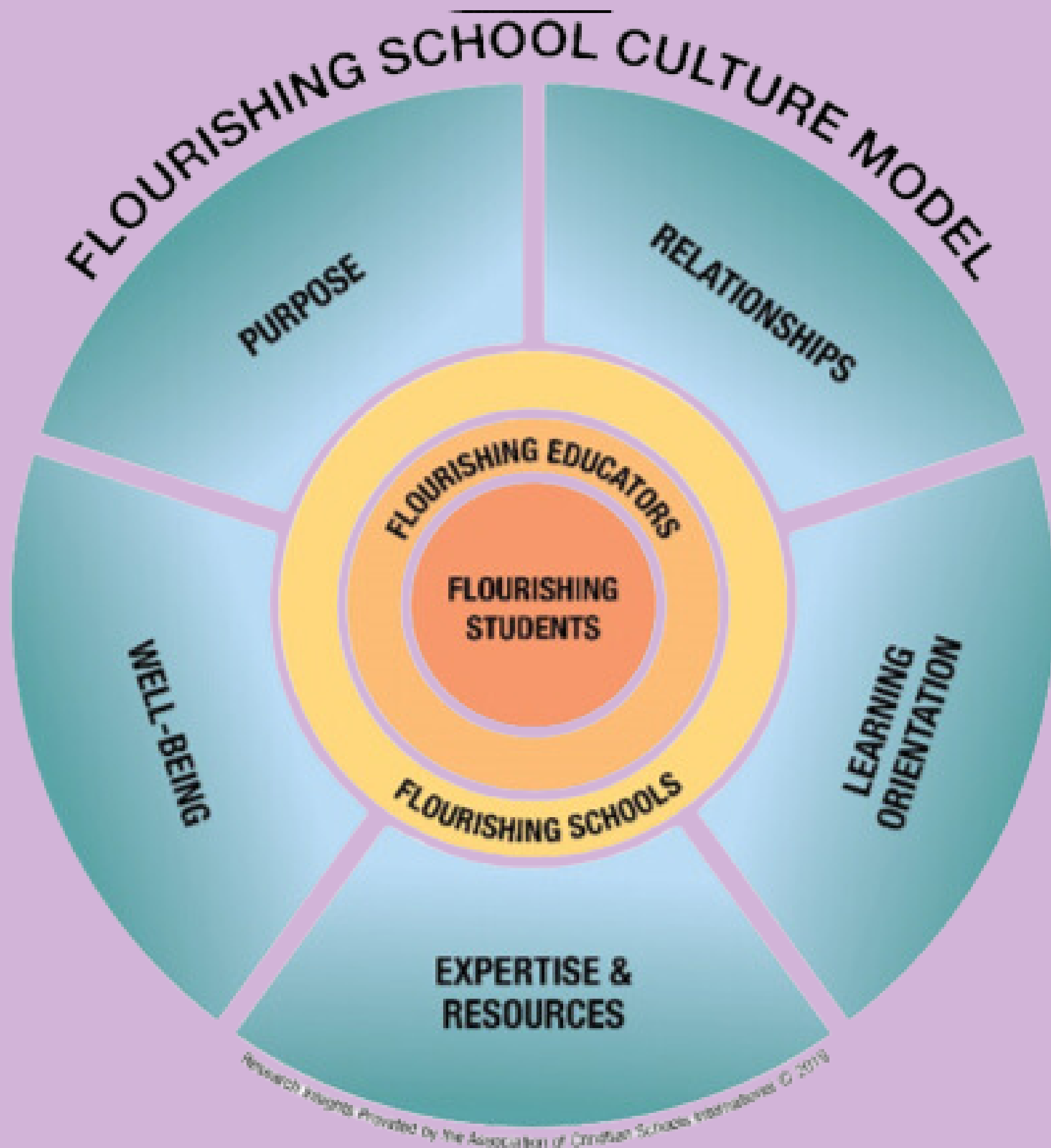


# MISSION

**VISION**

**CULTURE**

*School mission statements today are pervasive. Effective school missions can communicate a vision and unify people around common goals, especially when systematically implemented. However, some missions may not even be known or observed by school stakeholders and become mere slogans. Therefore, while most schools have a mission statement, only some schools may be categorized as “mission-driven” institutions that specifically endorse and intentionally organize pedagogy to focus on specific philanthropic, civic, and/or community-based values and involvement.*



*In a strong culture, there are many, overlapping, and cohesive interactions among all members of the organization. As a result, knowledge about the organization's distinctive character – and what it takes to thrive in it – is widely spread and reinforced. In a weak culture, sparse interactions make it difficult for people to learn the organization's culture, so its character is barely noticeable and the commitment to it is scarce or sporadic.*

*Culture is shaped by five interwoven elements, each of which principals have the power to influence: Fundamental beliefs and assumptions, shared values, norms, patterns of behavior, and evidence.*



# **HOW DO YOU ENCOURAGE YOUR FACULTY AND STAFF TO LIVE OUT AND PROMOTE THE MISSION?**

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# MINDSET

**NAVIGATING CHANGE**

**GOAL SETTING**

**Growth Mindset:** *The belief that abilities can be developed and improved through effort. People with a growth mindset tend to be more resilient, persistent, and motivated. They view challenges as opportunities to learn and grow, and they embrace feedback to improve their performance.*

**Fixed Mindset:** *The belief that abilities are innate and cannot be changed. People with a fixed mindset may be more likely to give up when faced with challenges, and they may be more likely to ignore feedback or become defensive when receiving it.*

# THE POWER OF **YET**

- 📌 I can't do this... **YET!**
- 📌 I don't understand this... **YET!**
- 📌 I'm not good at this... **YET!**
- 📌 It doesn't work... **YET!**
- 📌 I don't get it... **YET!**

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## HANDLING CRISIS / CONFLICT

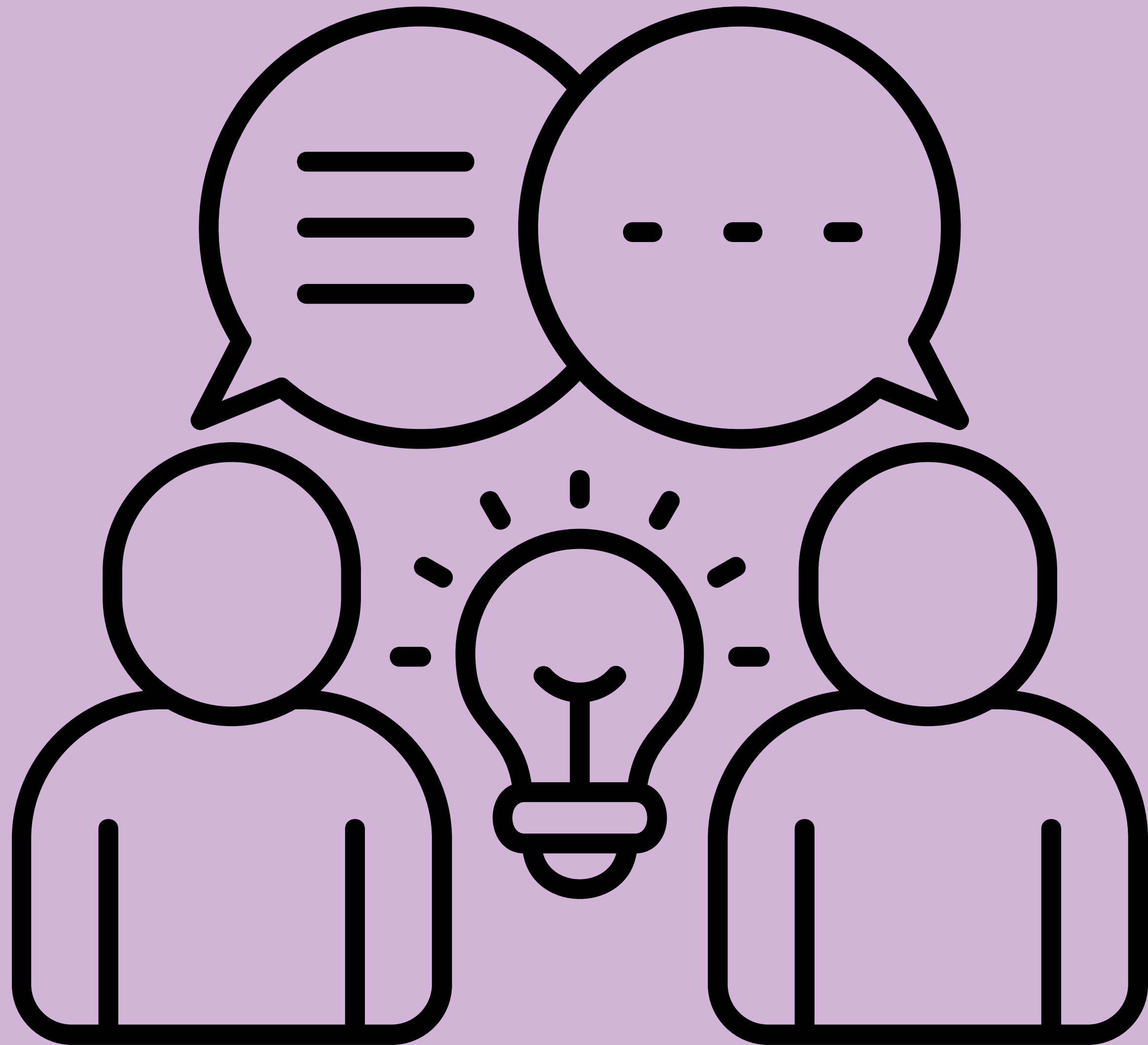
**BUILDING TRUST**

**COMMUNICATION**

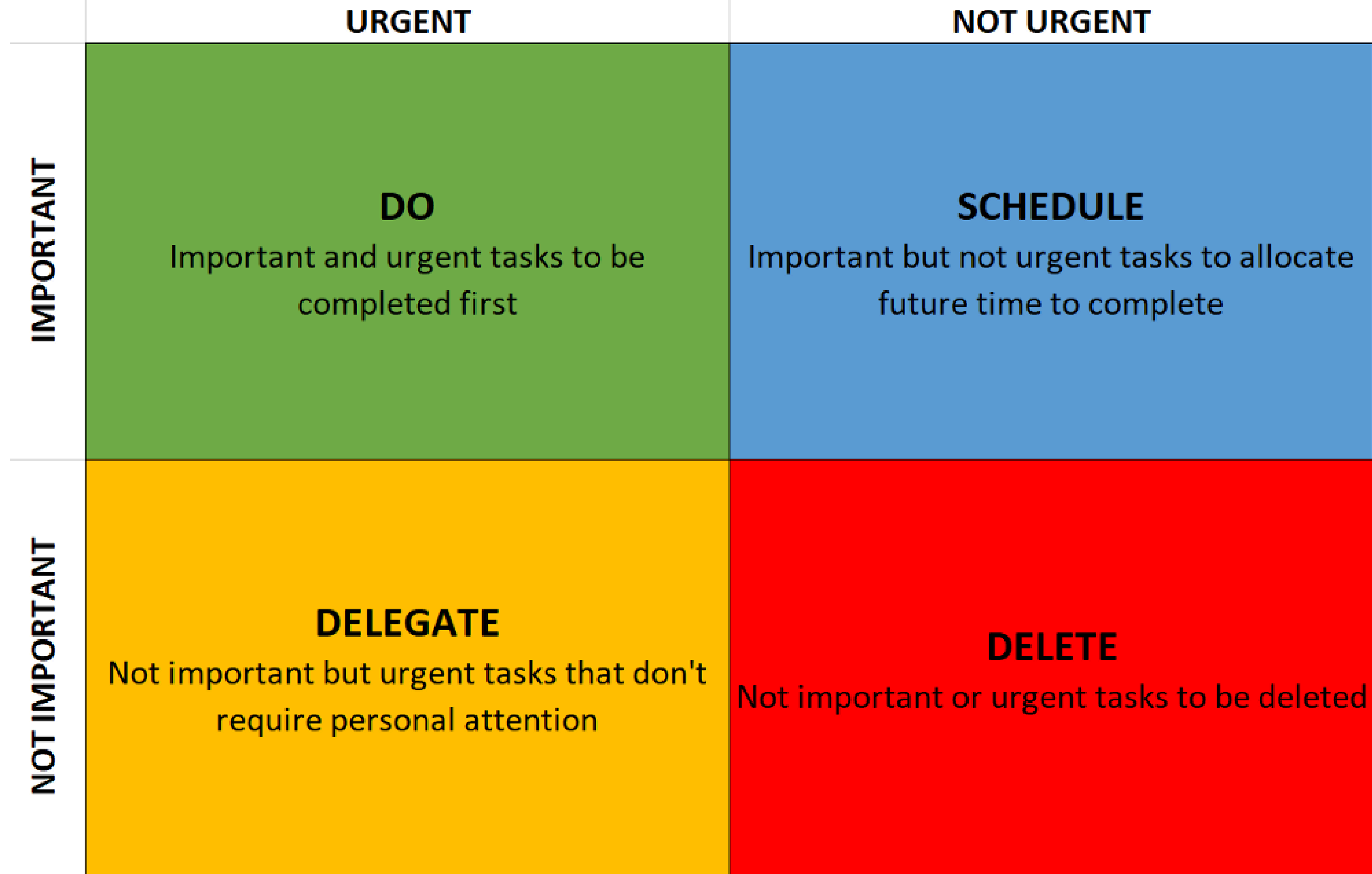
Four crisis categories are included:

- *Death of a student, a staff member, or a community member whose death affects a significant portion of the school population.*
- *Major environmental crisis, such as a flood or fire.*
- *Situation that involves a threat to the physical safety of students, such as a schoolbus accident, even in the absence of injuries.*
- *Situation that involves a perceived threat to the emotional well-being of students, such as may be precipitated by hate-crime graffiti or repetitive bomb threats.*

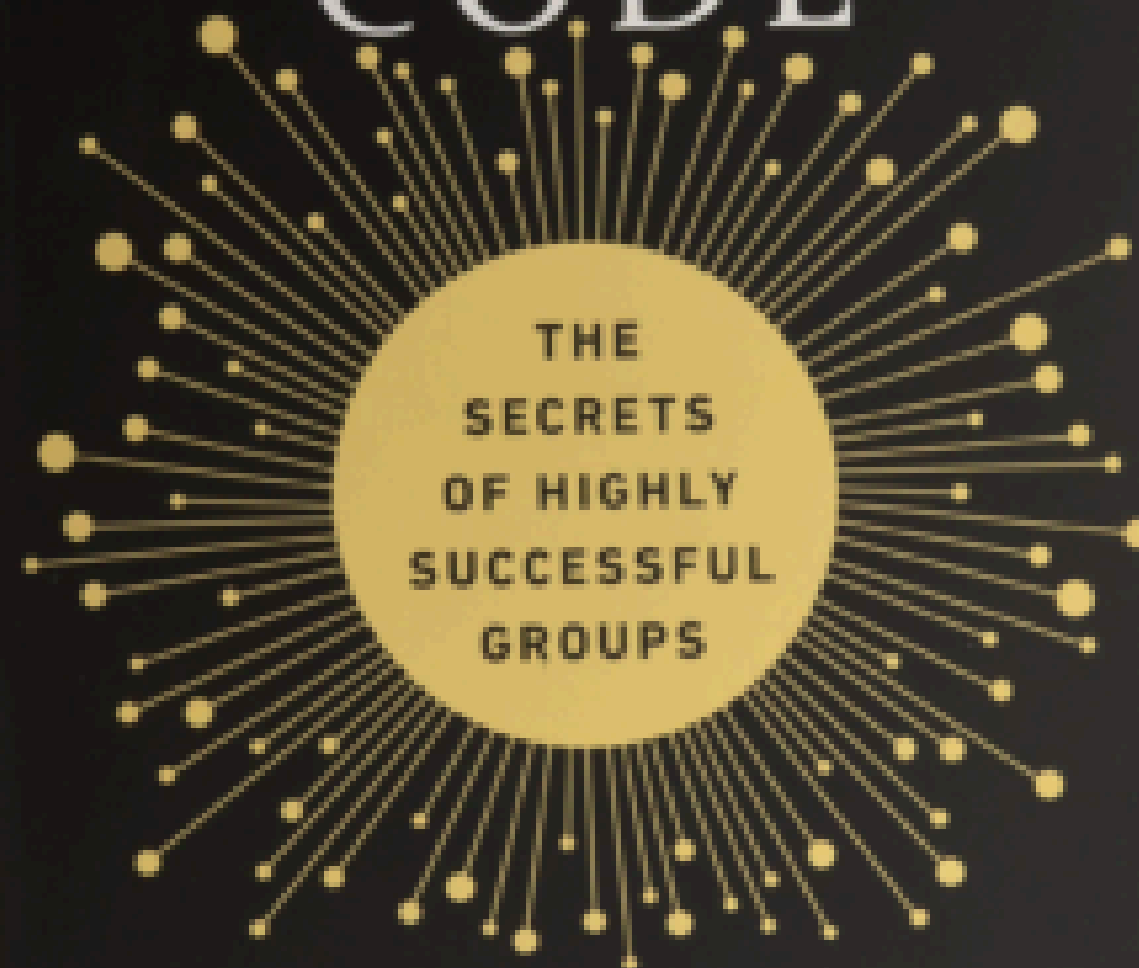




# The Eisenhower Matrix



THE  
CULTURE  
CODE



DANIEL COYLE

NEW YORK TIMES BESTSELLING  
author of THE TALENT CODE

CAROL S. DWECK, Ph.D.

# mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN  
LEARN TO FULFILL  
OUR POTENTIAL

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- \*parenting
- \*business
- \*school
- \*relationships

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"Through clever research studies and engaging writing, Dweck illuminates how our beliefs about our capabilities exert tremendous influence on how we learn and which paths we take in life."

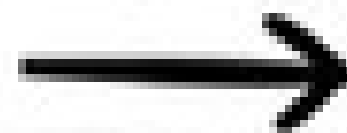
—BILL GATES, *GatesNotes*



**LEADERSHIP  
SEMINAR**

**THIS WAY →**

**THIS WAY**



**THIS WAY**



INXPSN